



## Jane Billbe

### Qualifications Summary

Jane is a strategic and innovative HR professional able to translate high-level business goals into actionable HR and Operational initiatives and processes that improve performance, profitability, growth, and employee engagement. Jane is an empathetic leader who brings a unique perspective and appreciation that human capital is every organization's greatest asset. An authentic, solutions-focused team player who thrives on tough challenges and creative problem solving.

### Professional History

Valtas Group	Consultant	2022 – Present
Gonzaga University	Instructor – Certificate in Women's Leadership	2024 – Present
Billbe Consulting	Consultant	2018 – Present
Seattle Metro Chamber of Commerce	SVP of Operations & Organizational Health	2016 – 2022
Seattle University	HR Generalist	2012 – 2016

### Accomplishments

- **CEO/Executive Director Evaluations:**
  - Work with boards and executive committees to assess the performance and effectiveness of top-level executives within an organization.
  - Conduct thorough evaluations through qualitative and quantitative analysis, gather 360-degree feedback from various stakeholders, and benchmark against industry standards to identify strengths and improvement areas.
  - Provide recommendations for professional development, assist in succession planning, help set clear objectives and KPIs, and present findings and actionable recommendations to stakeholders. The ultimate goal is to enhance leadership effectiveness, contributing to the organization's success and sustainability.
- **Outsourced HR Support:**
  - Provide a range of human resources services to organizations in need of HR support, often due to staff transitions or organizational growth.
  - Bring expertise in areas such as recruitment, employee relations, compliance, performance management, and benefits administration.
  - Help organizations ensure they meet legal requirements, enhance employee satisfaction and engagement, and streamline HR processes without the overhead of a full-time in-house HR team. Typically work with various clients, offering tailored solutions to address specific HR needs, improve organizational efficiency, and support overall business goals.

### Licenses / Education

- MBA, Seattle University – Leadership Development concentration
- PHR – HR certificate through HRCI
- Women's Leadership certificate – Gonzaga University

### Previous Valtas Assignments

- HR Consultant, Jubilee Women's Center, 2024
- HR Consultant, King County Sexual Assault Resource Center, 2024
- HR Consultant, Sound Health, 2023
- HR Consultant, School's Out Washington, 2021 – 2024