

Justin Anchondo

Global People Operations Leader

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SUMMARY

Global People Operations leader with experience scaling people processes, HR systems, and operational infrastructure across 26 countries. Specialized in HR technology, workflow automation, employee lifecycle operations, and cross functional process transformation. Known for building scalable, people focused operations that improve efficiency, employee experience, compliance, and organizational alignment across global teams.

Global People Operations • HR Systems Administration • Employee Lifecycle Management • Workflow Automation • HRIS Transformation • Service Delivery Optimization • Process Improvement • Systems Integrations • Global Compliance • Cross Functional Leadership • AI Enabled Operations • Benefits Administration

WORK EXPERIENCE

People Systems Transformation Program Manager

March 2026 - Present

 **Cloudflare** - Remote (Contract)

- Managed global People systems transformation initiatives supporting operational scalability across multiple regions.
- Drove alignment across 100+ stakeholders spanning HR, Payroll, Finance, IT, and business operations.
- Led process standardization and systems optimization initiatives to improve operational efficiency and employee experience.
- Partnered with leadership teams to support enterprise change management and global rollout initiatives.
- Leveraged automation and AI enabled processes to modernize People Operations workflows.

Manager, Global People Operations

April 2024 - March 2026

 **Quorum Software** - Remote

- Led global people operations with a "people first" approach for 2,000 employees/contractors in 26 countries.
- Oversaw employee lifecycle changes including onboarding, offboarding, mobility, organizational changes, and service delivery.
- Served as product owner and strategic lead for the global People systems ecosystem, including HRIS administration, integrations, and workflow optimization.
- Architected scalable workflows and automations that improved operational efficiency and enhanced employee experience.
- Led modernization efforts across People Operations by leveraging automation, AI tools, and process redesign.
- Managed globally distributed HR Operations support across multiple regions while driving consistency and SLA improvements.
- Partnered cross functionally with HR, Payroll, Finance, IT, and business leaders to support scalable growth.
- Reduced operational inefficiencies and improved data accuracy through governance, process standardization, and systems optimization.

Senior HRIS & Payroll Ops. Analyst

Oct 2022 - April 2024

- Managed payroll systems and led global implementations to streamline payroll processing.
- Reduced payroll error rates by 60% through global process redesign, strengthened controls, and operational standardization.
- Modernized end to end payroll treasury and accounting processes through automation and process transformation.

HRIS & People Operations Consultant

July 2025 - March 2026

 **Veranova** - Remote (Contract)

- Consulted HR leadership on HRIS optimization and workflow improvements following a complex implementation.
- Led enhancements across employee data processes, integrations, and operational workflows.
- Partnered with stakeholders to improve system usability, process consistency, and reporting accuracy.

Senior Project Manager

Jun 2021 - Oct 2022

 **ADP Celergo** - Hybrid

- Led global HR and payroll system implementations for multinational organizations across multiple regions.
- Managed enterprise level implementation timelines, stakeholder alignment, and operational readiness activities.
- Served as a strategic advisor to senior leaders on process optimization, systems adoption, and operational scalability.

HR SYSTEMS & TECHNOLOGIES

ADP Workforce Now • ADP Celergo • Workday • Rippling Certified • Jira • Freshservice • Replicon • Power Automate
Mulesoft • Workato • Carrier Connections • API Integrations • SFTP Reporting

EDUCATION

Dec 2018

Bachelor of Arts - Business Administration

University of Texas at El Paso