

ZACH TOWNSEND HUMAN RESOURCES MANAGER



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CONTACT INFORMATION:

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EXPERIENCE:

Zach Townsend joined Thornton Oliver Keller in 2014 and serves as the Human Resources Manager for the firm. As the HR Manager, Zach is responsible for advising the company and its leadership on best practices involving payroll and compensation, employee benefits, performance reviews, employment law, recruitment and staffing, training and development, as well as other employee related items. An HR professional with vast HR experience, Zach brings the initiative and know-how to provide pathways to achieve success for both Thornton Oliver Keller and its employees. Zach's ability to bolster employee morale and retention create an atmosphere of camaraderie and achievement that builds upon Thornton Oliver Keller's position as a market leader — being recognized by the Idaho Business Review as one of the Best Places to Work in the state of Idaho for eight consecutive years.

Zach brings over 13 years of experience serving in a variety of HR and supervisory roles. Zach has served in the non-profit sector, and also has worked at organizations in the financial and social services industry. In the past, Zach has done consultative work for local organizations needing formal HR structure, and he served on a hiring committee for the University of Idaho. He boasts over 10 years of public speaking involving formal presentations, small classroom settings, workshop facilitation, as well as film and theatrical performances seen nationwide.

PROFESSIONAL AND COMMUNITY ACTIVITIES:

Zach holds his Masters in HR Management from the University of Connecticut, where he graduated with honors. He successfully defended his thesis in 2014, which focused on the impact of generational differences on training effectiveness. Zach completed his undergraduate studies at Boise State University where he earned a Bachelors of Business Administration in HR Management. Zach is a member of SHRM and is dually certified as a Professional in Human Resources (PHR) and SHRM-CP.