

## Dr. Julian M. Rierson (DBA, SPHR)

### PROFILE

Self-motivated business professional with strong risk management and human resources skills with a proven track record for handling complex, high stakes projects. Strategically driven, forward-thinking servant leader with high emotional intelligence that is open to change and dynamic working environments.

### CONTACT

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### SECONDARY EMPLOYMENT

**Columbus State University**  
[PT Online / In Person Adjunct Instructor]  
1/2018 - Current  
Currently teaching business and management courses such as, Management Principles, Introduction to Business, Compensation / Benefits Administration, and Employee Relations.

**Strategic HR Partners**  
[Consultant / Instructor]  
8/2016 - 2021  
Supplementing existing staff on ad hoc projects, including general HR practices (safety, harassment, diversity, employee relations) and HR professional certification courses.

### ACHIEVEMENTS

COSO: ERM Implementation  
ISO 31000: ERM Implementation  
RCSA Archer Implementation  
Risk Liaison Prog. Implementations (3)  
Vendor Mgmt. Prog. Implementation  
ISO 9000: TS16949 Implementation  
Epicore: ERP Implementation  
Educadium: LMS Implementation  
Management of multi-million dollar budget

### HOBBIES

Basketball  
Golf  
Farming / Gardening

References Available Upon Request

### EDUCATION

**Liberty University: DBA – Human Resources**  
8/2017 - 4/2023

**University of West Georgia: MBA – General Business**  
6/2006 - 12/2008

**University of North Carolina at Charlotte: BA – Criminal Justice**  
8/1999 - 12/2004

### WORK EXPERIENCE

**Crawford & Co. (Insurance) - Director, Enterprise Risk Management**  
5/2022 - current

Accountable for the revitalization of the ERM Program, including enhancements related to risk appetite development, risk training, strategy integration, BOD / executive leadership reporting, and business unit risk management processes.

**Global Payments (Financial) - Director, Risk and Compliance (ERM)**  
5/2014 - 5/2022

Responsible for the day-to-day management of the ERM Operational Risk Management Program across the globe working with 30+ business units / segments to manage risk, ensure compliance, and to maintain strong governance reporting (executive and business leadership).

**TSYS / Global Payments (Financial) - Associate HR Director**  
9/2011 - 5/2014

Managed employee strategies and employee relation activities associated with corporate functions / departments (HR, Audit, Executives, Information Security, etc.) including training, employee development, coaching, hiring, termination, and policy creation.

**Deadong Hi-Lex (Manufacturing) - HR Manager**  
6/2009 - 9/2011

Responsible for all human resources functions, including contract negotiation for staffing agencies, development of employee relations strategies, and maintaining the compensation / benefits program.

#### Additional Work Experience Available Upon Request

9 years of direct risk management experience, including ERM and Operations  
15 years of human resources experience with increasing responsibility

### SKILLS

ERM Framework Implementation	Operational Risk Mgmt. Integration	3 <sup>rd</sup> Party Risk Management
Risk Identification	Risk Analysis and Reporting	Risk Mitigation and Action Plan Creation
Risk Assessment	Issue Management	Program / Project Management
Networking (Internal / External)	Servant Leadership	Strategy Alignment
Written and Verbal Communications	High Emotional Intelligence	Employee Relations