RIVIERA ADVISORS

OPTIMIZE YOUR ORGANIZATIONS' TALENT ACQUISITION CAPABILITIES

Riviera Advisors is a consulting firm that partners with corporate and organizational Talent Acquisition, Recruiting and HR leaders.

Riviera Advisors is a premier global human resources consulting firm helping organizations develop stronger internal recruiting and staffing capabilities. Since 2001, Riviera Advisors has leveraged its expertise to work globally in all industries and functions. Partnering with organizations to improve and optimize recruiting/Talent Acquisition speed and quality, while avoiding overall costs and improving diversity and stakeholder satisfaction. Working with organizations across virtually every industry from start-ups, non-profits, government agencies, and higher-education organizations, to an unparalleled roster of Fortune 500/Forbes Global 2000 companies, Riviera Advisors provides a real-world depth of experience with specific expertise in the critical Talent Acquisition Management space.

Riviera Advisors offers a number of cutting-edge services, including:

- Talent Acquisition & Recruitment Process and Organizational Design Consulting
- Talent Acquisition Planning and Strategy
- Talent Acquisition Team and Hiring Manager Skill Development and Training
- Recruitment and Technology Useability

Improved Strategy

- High ROI Talent Acquisition strategy plans
- Internal Executive Search and other Talent program strategies
- Customized Talent Acquisition strategy sessions and Talent strategy blueprinting
- Non-biased organizational Talent Acquisition function audits and recommendations

Improved Productivity

- Recruiting process design and implementation
- Systems and tools for recruiting teams
- Talent Acquisition systems implementation support

Improved Skills

- Customized consultative recruiting skills workshops for recruiters and recruiting managers and leaders
- Customized hiring manager training (interviewing and recruiting skills)
- Talent Acquisition leadership executive coaching
- The Strategic Talent Acquisition Roundtable (STARoundtable) Peer Network for TA leaders

Strategic Talent Management Advisory Services.

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Jeremy Eskenazi, SPHR, SHRM-SCP, Managing Principal

Jeremy brings decades of experience running the global Talent Acquisition function for companies like Universal Studios, Idealab, and Amazon.com. Other previously held positions were with Heublein, Inc., The Knott's 0rganization, and several years in HR, recruitment, and staffing with Hyatt Hotels Corporation. Jeremy earned a Bachelor of Science from California State Polytechnic University. He is a leading speaker to organizations on the value of the Talent Acquisition function. He is a member of the prestigious National Speakers Association and the Institute of Management Consultants-USA. Jeremy has served on the Society for Human Resources Management's (SHRM) national Talent Acquisition Management Special Expertise Panel. Jeremy serves as a Senior Fellow in the Human Capital Center of The Conference Board and is the Program Director for The Conference Board's Talent Acquisition Councils. Jeremy is the author of the book "RecruitC0NSULT! Leadership - The Corporate Talent Acquisition Leader's Field Book" STARoundtable Press, 2011 and 2018) and "The High-Performance Talent Acquisition Advantage" (STARroundtable Press, 2017). Jeremy is based in Long Beach, California, USA.

Tara Noonan Amaral, Principal Consultant

Tara Noonan Amaral is a Principal Consultant at Riviera Advisors. Tara brings several decades of talent acquisition and leadership strategy expertise to Riviera Advisors. Tara has had an impressive career in recruitment, diversity and strategic talent acquisition for some of the most successful organizations in the world including: Marsh & McLennan, Fidelity Investments, New York Life, ADP and AON/Hewitt. She has more than 20 years of experience developing, implementing, and operating both Corporate and RPO talent acquisition and recruiting functions where she has inspired innovation, and integrated emerging technologies and practices into the talent acquisition function. Prior to her talent acquisition career, Tara held banking and financial services leadership positions at JPMorgan Chase in retail and institutional client management and Six Sigma and Agile project management. Tara's passions include working on the continued importance of a strong talent acquisition and retention ecosystem, the future of work(ers), Diversity & Inclusion solutions, and cross-cultural and multi-generational talent strategies. Tara holds a Bachelor of Arts in Organizational Behavior from Brown University. Tara is based in Charleston, South Carolina.

Paul Norman, Principal Consultant

Paul Norman is an innovative human resources consultant with more than two decades of experience in strategic talent management supporting large field-based and corporate employee populations in the Healthcare, Hospitality, Technology, Financial Services, and Biotechnology industries. Paul brings knowledge in transforming Talent Acquisition functions to achieve scalable high-volume hiring. He has built and aligned large, remote Talent Acquisition teams and strategies, including core processes, employer branding, employee referral programs, digital marketing, pre-employment screening programs, compliance, talent technology, and partner relationships. Paul has also integrated talent functions through significant growth and M&A activity periods, including due diligence on talent capability of acquisition targets in public- and private-equity-funded organizations. Paul understands the demands of organizations struggling to hire high volumes of talent quickly at controllable costs and the challenges of driving complex changes to align all the necessary stakeholders to achieve hiring goals. Paul is based in San Antonio, Texas, USA

Nancie Whitehouse,
Principal Consultant

Laura Schmidt,
Associate Principal Consultant

Shally Steckerl
Associate Principal Consultant

Representative Clients

ADP-Automatic Data Processing, Alliance HealthCare Services, Alliant Protection Services, Allstate, AltaMed, Alteryx, AMN Healthcare, Applied Systems, ARINC, AT&T, Avery Dennison Corporation, Baker Hughes, Barclays Global Investors, Baxter Healthcare, Bayada Home Healthcare, Bayer, Behr Process Corporation, bioMérieux, Bioreliance, Biosense Webster, a Johnson & Johnson Company, Birch Carroll & Coyle Cinemas, Bristol-Myers Squibb, Broad Center, Caesar's Entertainment, Calgary Health Region, Campbell Soup Company, Canyon Ranch Health Resorts, Carnival Cruise Lines, CentraState Healthcare, Chiron Corporation, Cinestar, Clearwater Paper Corporation, Coca-Cola Enterprises/Coca-Cola European Partners, Coca-Cola Hellenic Bottling Company, Concur Technologies, Cordis, Corteva Agrisciences, Cox Communications, Denver Health, DuPont, East West Bancorp, Edwards Lifesciences, Electric Power Research Institute, Event Cinemas, Expedia, Inc., Federal Realty Investment Trust, FedEx Office, Fidelity Investments, Gables Residential, Gaylord Entertainment, Geller & Company, Google, Greater Union Cinemas, H&R Block/Option One Mortgage, Hershey Entertainment & Resorts, Hilton Grand Vacations, Hilton Worldwide, HSBC, Idealab, Information Resources Inc., Ingersoll-Rand, Intralase, Invensys, Invitrogen/Life Technologies, J. B. Poindexter & Company, James Hardie Industries, Jefferson Health, Jefferson Wells International, Kaiser Permanente, Kleinfelder, Kronos, La Quinta Inns & Suites, Lifespan, Lowes Company, LXR Luxury Resorts and Hotels, Marsh & McLennan Companies, Masco Corporation, McDonald's Corporation, Microsoft, Milton Hershey School, ModSquad, Molex, Morgan Truck, Nike, Norwegian Cruise Line, Novotus, Outlook Amusements, PennState Health, Pennsylvania State University College of Medicine, Pharmavite, Philips Electronics, Princeton University, Procter & Gamble, Public Company Accounting Oversight Board, REI, Research In Motion/BlackBerry, Rosewood Hotels & Resorts, Rydges Hotels & Resorts, Safeco Insurance, Savyint, Schlumberger, Sevita Health, Shopzilla, Sonendo, Sony Pictures Entertainment, Southern California Edison, SunGard Availability Services, Swedish Medical Center, Swift Transportation, Sybron Dental Specialties, T-Mobile USA, Takeda Pharmaceuticals, The Capital Group Companies, The Children's Hospital of Philadelphia, The Home Depot, Thomas Jefferson University, Toyota, TriPointe Homes, TTM Technologies, Travel + Leisure Company, United States Army, Visa, W. L. Gore and Associates, Washington Mutual, Weill Cornell Medical College, Williams Companies, Wilson, XPO Logistics, Yahoo, Yum Brands