Nate Norris.

Get your HR work in order before the next big change.

Hands-on help with HR operations, HRIS security and HR projects for small and mid size companies. Plain advice and a written scope before any work starts.

Who I work with

I work directly with small and mid size companies building out their HR operations and HR project management functions. I bring over a decade of experience in HR operations to plan and run HR initiatives, including HRIS implementations and the pre-work that makes them succeed. Marine Corps veteran.

HR Ops Advisory

Clear processes, clean data, fewer surprises.

- Review of your current HR processes and systems
- Payroll and HR handoffs mapped and documented
- Process flows your team can follow
- Fixes for recurring data errors

HRIS and SOD

The right people with the right access, and proof of it.

- HRIS security role design and audits
- SOD for payroll and SOX
- Security configuration reviews
- Support for internal and external audits

HR PM

HR projects planned and run from first step to handoff.

- HRIS pre-work and cutover
- Payroll and year-end
- Open enrollment
- Go-live planning

How an engagement works

1. **Free review call.** 30 minutes at coffee.natenorris.com to talk through the issue and what done looks like.
2. **Written scope.** Deliverables, timeline and check-ins, agreed before work starts.
3. **Review and plan.** I look at your processes, systems, access and data, then lay out the gaps and the plan.
4. **Do the work.** Regular check-ins so you always know where things stand.
5. **Handoff.** Everything documented so your team can run it.

Why work with me

HR operations, start to finish.

Over a decade planning and running HR initiatives, including HRIS implementations.

Deep in HRIS security.

Role design, access audits and segregation of duties for payroll and SOX.

Steady through big change.

PM for an HRIS team's projects through a merger and a divestiture, alongside internal and external auditors.

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Book a free 30-minute review call: coffee.natenorris.com