



JIM COOK

PARTNER - HUMAN CAPITAL
FRACTIONAL CHRO



RELEVANT EXPERIENCE

Jim Cook is a Partner in TechCXO's Human Capital Practice, specializing in HR infrastructure and systems strategy for growth-stage and enterprise companies. With deep expertise in Microsoft D365 and decades of CHRO experience, he helps organizations scale with purpose, precision, and people-first execution. His select achievements include:

Principal Consultant & Senior Architect – Hitachi Solutions

Jim leads enterprise HCM strategy and Microsoft D365 HR deployments for global clients. He drives ERP integration, process modernization, and system alignment to support scalable, people-first business transformation.

Principal Consultant & Senior Business Analyst – Argano

At Argano, Jim supported ERP architecture and HRIS implementation for mid-market and enterprise organizations. He helped clients modernize digital infrastructure and optimize workforce management.

Senior Functional Consultant – Anthology & HCLTech

Jim delivered Microsoft D365 and ERP solutions for clients in higher education and regulated industries. At Anthology, he implemented cloud-based platforms to improve operational efficiency and student engagement. At HCLTech, he specialized in D365 for Talent and Finance & Operations, guiding system design and adoption for complex enterprise environments.

VP, Human Resources – Ortec Inc.

As VP of HR, Jim led talent strategy during global expansion and FDA-regulated plant growth. He implemented Microsoft AX2012 ERP and rebuilt HR to support cGMP compliance and scale.

CHRO, Bob Jones University

Jim led Human Resources, Recruiting, Leadership Development, Campus Healthcare and EHS. Reorganized and refocused the school to better position for growth.

VP, Human Resources – The Cliffs Communities

Jim led HR strategy for a multi-site luxury residential and hospitality brand during a period of rapid growth. He built the recruiting function from the ground up, redesigned organizational structure, and implemented systems to support both scale and service excellence.

PERSONAL STATEMENT

I don't approach HR as a department, but as an operating system.

After 35 years building, optimizing, and re-architecting that system, I know how to connect culture with capability and strategy with structure. I've worked both sides of the HR equation: as a people-first CHRO rebuilding teams from scratch, and as a certified Microsoft Dynamics 365 FO HR expert implementing enterprise systems. That dual lens — strategic and technical — helps companies scale without losing the edge that makes them unique.

I've led transformations post-IPO, rolled out ERPs, and guided leadership teams through growth, change, and complexity across sectors. Whether the challenge is cultural, structural, or systems-based, I bring the experience to make it work, and the mindset to sustain it.

PRACTICE FOCUS

- Human Capital
- Employee Development, Relations & Engagement
- Policy, Process, Standards and Compliance
- Recruiting & Executive Search
- Hiring
- Team Building
- Performance Management
- Succession Planning

EDUCATION

Harvard University - Executive Education, Market Sustainability
Bob Jones University - B.S., Accounting

SECTOR EXPERIENCE

Commercial Services (B2B)

- Accounting, Audit & Tax
- BPO/Outsourcing Services
- Human Capital Services

Insurance

- Commercial/Professional
- Insurance Brokers

Pharmaceuticals & Biotechnology

- Drug Delivery
- Pharmaceutical Manufacturing

IT Services

- IT Consulting & Outsourcing

IT Software

- Application Software
- Business/Productivity Software
- SaaS