



Jennifer McKay

Partner

Jennifer McKay SPHR, SHRM-SCP is a strategic hands-on entrepreneurial human capital business leader. Her expertise lies in integrating company operations and goals with talent through strategic planning and visioning, cultural alignment, talent acquisition, sales and marketing, and organizational design and development. She has been recognized for her ability to creatively drive business strategies in rapidly changing environments and guiding businesses through high growth, acquisition and major restructuring by interconnecting people, processes, and systems, and influencing and aligning teams and funding stake holders to achieve greater customer/client outcomes and success.

Prior to joining Paine Pacific, Jennifer spent 4 years as Vice President Human Resources for Hercules Capital (NYSE), and 16 years in human capital management, software, consulting and outsourcing, engaging in hands-on design and implementation of strategic and tactical programs in high tech, bio-tech, clean-tech, manufacturing, telecom, ecommerce, hospitality, entertainment, real estate, fitness, and education industries. She has also led the sales and marketing efforts for Zgrum, a global internet medical equipment company, and Simply Bits a total source telecommunications company. Jennifer has also been an avid angel investor, incubator, and mentor to startups and small businesses. As an entrepreneur she has owned and operated businesses in human capital software, recruiting, consulting, construction, real estate, interior design, fitness, apparel manufacturing, and catering as well as producing for Arizona Film Ventures. With post graduate Organizational Development and advanced Human Capital and coaching credentials, she has lived and traveled all over the world and currently lives in the Silicon Valley.