

BIOGRAPHY

Mark DeRycke

Director, Compensation

Mark has more than 25 years of Human Resource experience, working with organizations in both the public and private sector, as well as for profit and non-profit organizations across the United States. Throughout his career, he has managed all aspects of Human Resources, Total Rewards, and Talent Development for various organizations. Most recently, Mark served as Vice President of Human Resources at a large organization where he led the Human Resources department and partnered with the Executive Leadership team and Board of Directors to develop and implement creative talent development and total rewards strategies that enhanced retention and engagement of staff.

In his role at HR Works, Mark provides oversight and direction for the Compensation Division, including strategic compensation planning, policy development, salary benchmarking, pay grade development, pay gap analysis, job descriptions/progressions, FLSA assessments, compensation training, and communication plans. Mark also possesses a wide range of knowledge and experience in other facets of human resource management including employee relations, organizational development, benefits, safety, talent acquisition, training and engagement. Mark's skillset and experience allow him to provide real-world practical recommendations for our clients.

Mark holds a B.A. degree in Economics from the University of Rochester as well as a management certificate with a concentration in finance from the Simon Business School. He also served on the Board of Directors for the Rochester Eye and Tissue Bank.

