

JILL B. SMART



After spending over 33 years at Accenture, Jill retired from the organization and was the President of the National Academy of Human Resources (NAHR) for nine years. She is the founder and CEO of JBSmart Consulting, LLC.; a Director at World Kinect Corporation, EPAM Systems, and AlixPartners; and a member of the Cerity Partners and Certree Advisory Boards.

The National Academy of Human Resources is the organization where individuals and institutions of distinction in human resources (HR) are recognized for professional achievement by election as a "Fellow of the NAHR". Additionally, the NAHR furthers the HR profession through various initiatives including educational programs, research initiatives, and scholarships.

JBSmart Consulting, LLC. is focused on consulting and coaching Chief Human Resources Officers and other business leaders on a variety of subject matter areas related to organizational talent and all human resources functions such as organizational design, talent development, leadership development, and HR transformation.

Headquartered in Miami, Florida, World Kinect Corporation (NYSE: WKC) is a global energy management company that provides energy procurement advisory services, supply fulfillment and transaction and payment management solutions to commercial and industrial customers, principally in the aviation, marine and land transportation industries. World Kinect sells fuel and delivers services to its clients at more than 8,000 locations in more than 200 countries and territories worldwide. Jill joined this board in 2021 and sits on the Compensation and Governance Committees.

Based in Philadelphia, Pennsylvania, EPAM Systems, Inc. (NYSE: EPAM), is a leading global product development and platform engineering services company, focused on delivering results through best-in-class software engineering combined with innovative strategy, consulting, and design capabilities. With 32 years of experience in the information technology industry, EPAM's roughly 40,000 people serve their customers in over 25 countries across North America, Europe, Asia, and Australia. Jill joined this board in 2016 and Chairs the Compensation Committee.

AlixPartners is a results-driven global management consulting firm that specializes in helping businesses successfully address their most complex and critical challenges. Clients include companies, corporate boards, law firms, investment banks, private equity firms, and others. Founded in 1981, AlixPartners is headquartered in New York, New York, and has offices in more than 20 cities around the world. Jill is a representative of strategic investment partner La Caisse de dépôt et placement du Québec (CDPQ), which handles the Canadian province's \$308 billion pension plan and insurance program investments. Jill joined this board in 2018.

Based in New York City, New York, Cerity Partners is an SEC-registered investment advisor offering independent, comprehensive financial advice to individuals and their families, businesses and their employees, and non-profit organizations. Cerity Partners has been recognized by The Financial Times, Forbes, Worth, Investment News, and Private Asset Management as one of the leading and fastest growing independent wealth managers in the United States. Jill joined this board in 2018.

Certree's purpose is to protect employer brand and safeguard employee privacy and is an anti-fraud SaaS platform whose technology allows employees to own their personal credentials such as proof of employment and income, while controlling who has access to their personal credentials. Jill joined this advisory board in 2020.

Jill retired from Accenture in 2014. At the time of her retirement, she had been Accenture's Chief Human Resources Officer for 10 years with overall responsibility for the full employee lifecycle of all Accenture people globally, including resource planning, recruitment, on-boarding, training and development, staffing and deployment, performance management, engagement and retention, succession planning, and transitions. She was also a member of Accenture's Global Management Committee.

Under Jill's leadership, Accenture's global headcount grew from 100,000 to 289,000, with offices and operations in more than 200 cities in 56 countries. Jill delivered for Accenture during periods of explosive growth, often hiring more than 5,000 people per month, and successfully navigated a major economic contraction. Jill also oversaw a comprehensive shift in Accenture's talent strategy to focus on emerging markets.

To better support Accenture's dramatic growth and evolution, Jill transformed the HR function—improving HR's agility to change with the business, boosting the efficiency of HR's processes, and enhancing the career experience of HR practitioners—while also reducing cost.

Before being appointed Chief Human Resources Officer in September 2004, Jill was Managing Director of HR Delivery, which entailed overall responsibility for human resources operations and people development. From 2000 until 2003, she was head of the company's People Enablement business practice, which included training and knowledge management.

Prior to assuming HR management roles, Jill spent most of her career at Accenture leading business integration consulting work for clients in the financial services, federal and state government, transportation, and health services industries. Her client experience focused primarily on integrating strategy, technology, business processes, functional applications, and human performance components to lead clients through major change initiatives.

From 2018 until its being taken private in 2024 Jill was on the board of HireRight (formerly NYSE: HRT). Jill was a director during the IPO transaction. Based in Nashville, Tennessee, with offices around the globe, HireRight is the market-leading provider of on-demand employment background checks and screening. With clients in over 200 countries and territories, nearly fifty percent of the Fortune 100 use HireRight's services. Jill sat on the Audit, Nominating and Governance and Compensation Committees.

From 2023 until 2025 Jill was on the advisory board of Los Altos, California based SucceedSmart, an executive search AI-led platform that provides a faster, more affordable, and unbiased way for corporations to hire top talent at the director level and above.

From 2017 through 2019, Jill was an Advisory Board member of JB Training Solutions, a Chicago-based learning and development company that develops employees throughout their entire life cycle from entering the workforce all the way to succeeding as an executive, through training programs that build stronger leaders, powerful communicators, and exceptional employees in a multigenerational workforce.

From 2015 until its sale in 2018 Jill was on the board of Alexander Mann Solutions (AMS). Based in London, AMS helps companies and individuals fulfill their potential through talent acquisition and management, providing solutions across the entire talent life cycle—from strategic workforce planning and employer branding to assessment and selection, and on-boarding and employee engagement.

Jill is a Fellow and Director of the National Academy of Human Resources, a Fellow of the Human Resources Policy Institute (HRPI), a member of the Peer Roundtable for CHROs (PRT), an emeritus member of the Gartner Global CHRO Board, a member of HR Policy Association (HRPA) and the RBL Institute, and has been a Director of the HR Policy Association, an advisor to the G100 Talent Consortium, and a founding member of HR50.

Jill was recognized by the National Academy of Corporate Directors (NACD) as an honoree of the 2022 NACD Directorship 100™, an annual recognition of leading corporate directors and corporate governance experts who significantly impact boardroom practices and performance. She was also on the Honor Role of HR Executive Magazine, recognized as one of the 25 Most Powerful Women in HR, and recognized as one of the 100 Most Influential Women in Chicago.

Jill is and has been very involved at the University of Illinois. She held a six-year gubernatorial appointment on the Board of Trustees of the University of Illinois system from 2015 until 2020, has been a Director and Officer of the Alumni Association, was on the Gies College of Business Dean's Business Council for 22 years (and has served as the Council's Chair) and currently serves on the University's Chicago Athletic Association Board and is an active mentor in the Gies College of Business mentoring program. She has served as an adjunct faculty member and has been on the Advisory Council of Illinois Business Consulting (IBC).

Jill has been a guest faculty member of the University of Michigan Ross School of Business Global Human Resources Executive Program and several Historically Black Colleges and Universities (HBCUs). Jill is also a speaker at a number of symposiums including recent NACD Summits and Gartner HR Summits.

Jill is a Trustee of Chicago's Goodman Theatre and is active in The Chicago Network. She is a mentor in the Chicago Executive Club's mentoring program. She has also been on the Board of Fenwick High School.

Jill received an MBA from the University of Chicago and a bachelor's degree in Business Administration from the University of Illinois.

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