

Joel Peter

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Strategy and Transformation Professional

Strategy and transformation professional with a record of executing M&A transactions and enterprise change management programs at EY. Multi-workstream deal experience covers \$4B+ in transaction value, including financial analysis, workforce transition, and organizational design for global teams. Consistent record of delivering FP&A-style reporting and data-driven narratives that move senior stakeholders to decisions, with generative AI fluency applied to accelerate analysis and decision support. Live examples at joelpeter.me. Currently targeting high-impact strategy roles where structured execution, teaming, and speed all matter.

Core Competencies: Strategic Planning & Operational Execution | Cross-Functional Program Management | Financial Analysis & Modeling (Excel, Python) | AI-Augmented Analysis & Process Automation | Executive Communication & Data Storytelling | Market Research & Competitive Analysis

Professional Experience

Ernst & Young (EY), New York, NY | Oct 2023 - Nov 2025

People Advisory Services Consultant

M&A & Corporate Restructuring Transaction Integration | Jun 2024 – Nov 2025

- Delivered on-time close of a \$1B+ divestiture by managing client engagements, coordinating HR workstreams, and ensuring seamless transition of employees, systems, and processes across a complex transaction timeline.
- Enabled Day 1 readiness for a \$3B+ corporate spin-off by overseeing 7 HR workstreams, resolving cross-stream dependencies, and aligning execution with senior leadership through structured governance and steering committee forums.
- Supported private equity cost and compliance requirements by structuring and analyzing total compensation data for 4k+ employees across 80+ global entities, producing bi-weekly executive dashboards aligned to deal finance objectives.
- Accelerated deal certainty by coordinating responses to 200+ buyer due-diligence requests, maintaining data integrity and ensuring timely information flow to support final price alignment and transaction close.
- Ensured compliant workforce transfer for soft spin by mapping 4k employees across 40+ countries to legal entities, enabling accurate system migration, regional compliance, and reporting accuracy.
- Strengthened program governance by developing executive-ready reports, readiness trackers, and steering committee materials to support senior leadership decision-making throughout the transaction lifecycle.

Financial Systems Integration | Feb 2024 – Jun 2024

- Drove payroll system cutover for \$100MM+ in financials by leading end-to-end reconciliation across 35+ datasets, identifying ~\$2MM in variable cost capture, ensuring full regulatory compliance, and being the main liaison for client requests.
- Designed and executed a structured change management and communications strategy for 7,000+ employees and managers, driving organizational adoption and leadership alignment for a complex ERP and payroll systems transition.

People Strategy and Operations | Oct 2023 – Feb 2024

- Orchestrated a global operational efficiency and people experience framework across 5 business units in 45+ countries, driving a media client's strategic transformation, earning recognition as EY's 2024 Best Global Finance Transformation.
- Architected and delivered a large-scale ERP training program for 20,000+ employees, translating complex system change into clear, role-based learning through live demonstrations, train-the-trainer models, and rapid-reference materials to accelerate adoption.

Additional Relevant Experience

Workforce Advisory Intern – Ernst & Young (EY), Denver, Colorado | Jun 2022 - Aug 2022

- Supported strategic restructuring and cost optimization for a \$10B+ retail client, contributing to analysis underpinning \$100M+ in savings.
- Built interactive dashboards using EY's proprietary organizational design tools to surface workforce synergies and redundancies for client leadership.

Education

Cornell University - School of Industrial and Labor Relations, Ithaca, NY | May 2023

Bachelor of Science in Industrial and Labor Relations | GPA: 3.82/4.0

Minors: Business, Law & Society, Inequality Studies

Social Impact

New York Professional Advisors for Community Entrepreneurs (NYPACE) | Feb 2024 – Present

- Led team advising an EdTech startup on growth strategy, identifying scaling opportunities and cost optimization levers.
- Developed a dynamic pricing calculator based on project phase, complexity, and fees for architecture startup.
- Created financial model, investor pitch deck, and preliminary GTM strategy for CPG startup launching 7 new SKUs.