

Wesley J. Belknap

Organizational Research • Learning & Development • Human Resources

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(515) 326-0891 wesjbelk@gmail.com Portland, OR

Emerging organizational development professional with experience in employee research, training, and stakeholder collaboration. Focused on employee engagement, learning, and organizational change.

Experience

Volunteer Union Organizer & Bargaining Representative Portland, OR

Fried Egg Workers Union Nov 2023 - Feb 2025

- Conducted employee interviews across four locations to identify systemic workplace concerns.
- Synthesized qualitative insights into contract proposals and negotiation strategies.
- Facilitated alignment between employees, executive leadership, and HR under competing priorities.
- Helped translate employee concerns into signed collective bargaining agreement provisions.

UX/UI Designer (Contract) Remote

Dexati Oct 2021 - Feb 2022

- Conducted qualitative user research to identify behavioral patterns and usability opportunities.
- Translated research findings into human-centered, evidence-based design solutions.

Product Management Intern Remote

Werner Enterprises May 2021 - June 2021

- Conducted research on modernized enterprise technology prototypes for commercial drivers.
- Identified workflow inefficiencies and opportunities for operational improvement.
- Synthesized stakeholder input and driver experience insights into actionable recommendations.

Assistant Manager Olympia, WA

Olympia Pizza Time Aug 2015 - April 2019

- Recruited, hired, trained, and supervised a team of 12 employees in a high-volume environment.
- Developed the store's highest-performing team, increasing profits by a record 15% in one year.

Tour Manager North America

Telekinetic Yeti & Tone Deaf Touring Nov 2019 - Nov 2023

- Advised the band's founder on strategic planning, business partnerships, and organizational change.
- Coordinated logistics for eight North American tours spanning 124 shows and 115,000 miles.

Academic Research

Organizational Behavior & Job Analysis

- Conducted qualitative interviews with professionals at Laika Studios and Sammons Financial Group.
- Performed a job analysis and developed intervention strategies for organizational change.
- Delivered evidence-based recommendations for improving employee performance and wellbeing.

Education

Portland State University Portland, OR

B.S. Psychology, Industrial Organizational Concentration • Expected May 2027

Member, Future Leaders of Industrial Organizational Psychology (FLIOP)

Portland Community College Portland, OR

A.G.S., Highest Honors • May 2025

Thinkful Remote UX/UI Design Immersion Certificate • May 2021

Skills

Employee Relations • Job Analysis • Organizational Development • Qualitative Research
Survey Design • Statistical Analysis • Technical Writing • Coaching • Training