



Joanie Bily is a seasoned executive and influential thought leader in the employment and workforce solutions industry, with over 30 years of experience driving growth, innovation, and strategic transformation at globally recognized organizations. An advocate for purpose-driven leadership, Joanie is known for building high-performing teams, driving sustainable growth, and helping individuals and businesses navigate the evolving world of work. Most recently, she served as President of RemX, the professional staffing division of Employbridge, and has held senior executive roles at Monster, Randstad, and Adecco.

Throughout her career, Joanie has led large-scale P&L operations and spearheaded enterprise-wide initiatives including communications, marketing, public relations, and brand transformation. She established and led a research and labor market insights function, positioning organizations as authoritative voices on workforce trends. Notably, she helped launch the Better Worklife Academy—an innovative online learning platform focused on upskilling—and helped launch the Life Skill Studio, a series of courses aimed at enhancing talent in areas such as financial literacy, communication, and leadership.

A passionate advocate for the staffing and recruiting profession, Joanie has served on the Board of Directors for the American Staffing Association (ASA) since 2018 and was appointed Chair of the Board for 2024. Her leadership has earned industry-wide recognition, including the Employbridge Chip Grissom Leader of the Year Award, and she has been named to Staffing Industry Analysts' North America Top 100 and Global Power 100 Women in Staffing lists. She is also the recipient of the inaugural World Staffing Summit Award and served on the Board of Directors for Junior Achievement of Georgia.

Joanie is a respected voice on labor market dynamics, workforce strategy, and career development. A frequent keynote speaker and media contributor, she has been featured on Fox Business, CNBC, CNN, MSNBC, and PBS, as well as in major publications including *The Wall Street Journal*, *Forbes*, *Newsweek*, and *U.S. News & World Report*.

She is the author of *Dive In D.E.E.P.: Strategies to Advance Your Career, Find Balance, and Live Your Best Life* (2023), and a contributing author to *Together We Rise*, a compilation of inspirational stories from women leaders.

Joanie earned her Bachelor of Science in Community and Human Services, graduating with Highest Distinction from the State University of New York. Originally from Queens and Long Island, New York, she now calls South Florida home. A lifelong runner, she takes pride in having completed multiple half marathons as well as the New York City Marathon. Above all, Joanie is deeply committed to making a positive impact in people's lives—motivating others to pursue their goals and live with purpose. Her greatest joy comes from being a proud mom to her son, Chase, and daughter, Ashley, and cherishing time with family and friends.