



Janay Andrade

Director of Benefits
Houston Methodist

Janay Andrade is a seasoned HR leader with over 20 years of experience building total rewards to help create a culture in which employees can thrive. Never happier than when working through complex problems, she's passionate about benefits, innovation and effective communication.

She is currently the Director of Benefits, HR Communications and Physician Services at Houston Methodist, where she has spent the last years 25 of her career. In this role, she oversees the in-sourced benefits function, HR service center, HR communications and the Digital Workplace. Houston Methodist is an academic, faith-based hospital system with seven hospitals, a physician organization and research institute. The institution is consistently ranked as the #1 hospital in Texas and an Honor Roll hospital by US News and World Report. They have over 30,000 employees and rank No. 37 on Glassdoor's 2024 Best Places to Work list and are the highest rated health care system on the list.

Janay earned a master's degree in business from Texas Tech University and an undergraduate degree in accounting from Texas A&M University. Outside of her work at Houston Methodist, she is an avid traveler and loves antiques, plants, animals and her three girls.