

Position/Title: Chief Human Resources Officer

Position Summary:

The Chief HR Officer is responsible for providing leadership in developing and executing human resources strategy in support of the overall business plan and strategic direction of the organization; specifically in the areas of talent management, organizational and performance management, training and development, and compensation.

Responsibilities/Duties:

- Work with other members of the Company's executive management group to develop business strategies and establish strategic goals.
- Establish and oversee the implementation of HR policies and programs that effectively align with, and provide support for, the Company's business objectives.
- Function as an advisor to the executive/senior management of each business unit or specialty group regarding key organizational and management issues.
- Develop workforce plans and programs that align with the Company's strategic objectives.
- Oversee the development and implementation of comprehensive compensation and benefit plans that are competitive and cost effective for the company.
- Provide overall leadership and guidance to the HR function by overseeing talent acquisition, career development, succession planning, retention, training and leadership development, compensation and benefits.
- Work with the CEO and Board to establish a sound plan of management succession.

Education/ Work Experience:

- Requires a human resources executive with a minimum of 15 years of experience who will be able to strategically and tactically evaluate and implement effective HR-related programs and initiatives; be able to work with a variety of organizational leadership to build consensus around HR strategy and tactics; have a demonstrated background in talent management and leadership management; as well as have a proven ability to attract and retain outstanding talent and assemble and motivate high performance teams.
- Strong interpersonal communication and presentation skills as well as proven organizational skills are required.

Qualifications:

- A BS/BA degree from an accredited college/university.
- MBA/MA preferred.