**Vice President of Human Resources**

Our confidential client, located in Schuylkill Haven, PA is recognized as a premier employer regionally because of their reputation, workplace culture and growth opportunities. At the core of their culture, team members are motivated to improve clients, communities, and themselves every day.

**Job Purpose:**

In this role, you will drive the people strategy across the company, including strategy, employee development, organizational development, total compensation, performance management, diversity, and recruitment with the primary focus of enabling our employees to accomplish amazing things. Reporting to the CEO, the Vice President of Human Resources will bring the necessary vision to a role the requires strategic thinking to achieve organizational goals, as well as the tactical skills necessary for the implementation of human resources initiatives.

**Position Responsibilities:**

* **Advisor to CEO & Leadership Team:** Collaborate with the CEO and leadership team to support the organization’s mission, vision, values, goals, and key metrics by developing and implementing innovative programs that drive development, engagement, and culture.
* **Employer of Choice Plan:** Implement Employer of Choice plan that creates the “Ultimate Employee Experience” with a great working environment and an outstanding brand.
* **Culture Development:** Develop practices that foster an accountable, engaged, and high-performing workforce that reflects the mission, values and culture of the company.
* **Diversity, Equity & Inclusion:** Create and implement the overarching company strategy for DEI as it relates to the mission, values, and culture of the organization.
* **Learning & Development:** Establish the learning strategy and oversee training and development curricula to ensure program goals to align with the company’s mission, values, and vision.
* **Talent Acquisition:** Supercharge a compelling employment brand and recruitment process for attracting, hiring, engaging, developing, and retaining the best talent.
* **Talent Review & Management:** Create a talent review process that engages all managers in assessing and developing talent.
* **Performance Management:** Implement a performance management program that emphasizes performance, collaboration, and integrity, as well as the company’s values, and empowers employees to manage their own development and career trajectory.
* **Develop and Coach HR Team:** Build internal consulting competencies so that the HR team functions as credible business partners, culture & change agents, capable talent managers, organizational consultants, strategic thinkers, impactful coaches and responsive solution providers.
* **Total Rewards Strategy:** Create a competitive, structured compensation plan that attracts, motivates, and retains talented staff, based on assessment of current market conditions and aligned a goal of maintaining and enhancing competitive position.
* **Continuous Improvement/Operational Effectiveness:** Oversee People Operations tools (HRMS, ATS, LMS, etc.) continuously identifying and implementing new processes, technologies, and workflows that make sense for the business. Drive continuous improvement in HR organizational efficiency.
* **People Analytics:** Own and drive a metrics-based framework to understand trends, challenges, and opportunities within the organization and workforce, and translate those insights into actionable measures tied to key performance indicators (KPIs).

**Candidate Requirements:**

* 10+ years of progressive Human Resources experience managing multiple HR disciplines and proven experience as an HR executive.
* Prior merger and acquisition lifecycle experience from due diligence to integration planning and realization of synergies is preferred.
* Proven ability to partner with leadership to define and develop innovative solutions in the areas of HR technology, HR Service delivery, and HR data analytics is required.
* Proven experience in providing strategic oversight to HRIS and HR Operations teams is preferred.
* Human resources professional certifications (such as SHRM-SCP/SPHR) are preferred.
* Ability to evaluate, design and recommend compensation and benefit programs based on market assessment and business strategy.
* Success in creating and articulating ideas and plans to both executive management and peers in the context of business priorities and needs.
* Demonstrated ability to anticipate future trends/consequences and create innovative strategies.
* Drives operational excellence and innovation in all areas of responsibility.
* Remains current on industry trends, best practices, compliance, new/progressive processes, etc. that enable the company to achieve higher levels of organizational excellence.
* Experience leading teams, influencing leadership, and collaborating across all lines of business.