

Kim Finch Cook Executive Recruiter, Inc

Position Profile

Title: VP of HR

Location: Seattle, WA

Reports To: CEO

Organization: Large organization (1,000 + employees) in a manufacturing and behavioral health clinic industry

Description:

Position Purpose & Responsibilities:

Reporting directly to the Chief Operating Officer, the Vice President of Human Resources will be responsible for developing strategies for the Human Resource function while identifying and researching issues and accountabilities pertinent to building a best-in-class Human Resource environment.

Essential Duties and Responsibilities

- Establish and build out support capabilities for the business, including organizational development, recruitment and staffing, employment law, performance management, employee relations, and compensation and benefits.
- Provide management, leadership and direction to the HR department – as well as outside consultants, such as recruitment specialists.
- Fulfill the role of senior level adviser to executives and employees regarding human resources trends and issues.
- Oversee the development of processes to help Pioneer attract, hire and retain top-quality employees with competitive salary and benefits. To facilitate this, the person in this role will manage, evaluate, update and report on a comprehensive compensation plan for the entire organization.
- Develop and implement a human resources business plan, which establishes accountability, identifies solutions to resolve problems, and fosters a diverse workplace that enables all employees to contribute to the organization at their full potential.
- Support the company's leadership by providing human resource advice and decision-making input. Ensure the business complies with federal, state, and local legal requirements.

- Continuously review, assess and make recommendations regarding improvement of the company's human resource policies, procedures and practices to the executive committee.
- Manage two direct reports.
- 20% travel; intrastate.

Supervisory Responsibilities

- Two direct reports, staff of 23

Qualifications, Experience and Education Requirements

- Strategically plan human resource strategies in support of organizational goals.
- Diversity training and education
- Manufacturing industry experience a plus
- Manage organizational change to increase employee satisfaction and productivity.
- Identify opportunities for improving, developing and conserving human resources.
- Demonstrate ability to use data and statistics to solve real-world HR problems.
- Structure competitive compensation packages and measure their success.
- Master's degree or equivalent and 10 years' related experience working in a fast-paced, high-growth environment.
- Broad generalist experience within human resources, with a steady track record of continued career growth and a passion for customer service.

For consideration and additional information please contact:

Kim Finch Cook Executive Recruiter, Inc.
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www.kfcook.com

Certificates, Licenses, Registrations

CPA or CMA preferred but not required.

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