



Resource Management Staffing Group is seeking qualified candidates for a Director of Human Resources to work on a contract basis.

JOB TITLE	Director of Human Resources
JOB PURPOSE	Leads development and implementation of local HR policies; leads the Compensation, Benefits, and Employee Services Talent Acquisition team in delivering HR services, supporting the business, and influencing policies from an HR point of view.
RESPONSIBILITIES	<p>Leadership and Direction</p> <p>Communicate the function's strategy and its relationship to the organization's mission, vision and values; clarify the actions needed to implement it within the area of responsibility; motivate people to commit to these and to doing extraordinary things to achieve the organization's business goals.</p> <p>Internal Client Relationship Management</p> <p>Lead the development of partnering relationships with senior executives throughout the organization, building high levels of professional credibility and mutual trust, and ensuring that internal clients have access to high-quality advice and guidance to support in delivering business strategy and plans.</p> <p>Stakeholder Engagement</p> <p>Identify and manage stakeholders up to top management level, finding out their needs/issues/concerns and reacting to these by leading and coordinating the development of stakeholder engagement plans to support the communication of business information and decisions.</p> <p>Performance Management</p> <p>Manage and report on the performance of the function / business area; set appropriate performance objectives for direct reports and hold them accountable for achieving these; take appropriate corrective action where necessary to ensure the achievement of annual business objectives.</p> <p>Functional Strategy Formation</p> <p>Lead the development and implementation of strategy for a business area or significant function, anticipating mega-trends and complex challenges and opportunities, and ensuring integration with wider corporate strategy.</p> <p>HR Frameworks and Tools</p> <p>Lead the development of HR frameworks and tools for the division, ensuring that these meet business needs and comply with external requirements.</p>

Information and Business Advice

Provide authoritative specialist advice to the leadership team of the organization to guide the implementation of policy and the design and implementation of projects and change initiatives.

Policy Development & Implementation

Develop strategic organizational policies for the division.

As the Acting Director of Human Resources, you will play a critical role in helping to shape the organization's culture and ensuring that the company attracts, develops, and retains top talent. If you are a strategic thinker with a passion for driving HR initiatives that align with business objectives, we would love to hear from you. Joining this team of professionals, you can make a significant impact to the organization's success.

EDUCATION

General Education

Bachelor's degree in Business Administration, Human Resources, or related areas. Master's Degree preferred. Professional certification in Senior Professional Human Resource (SPHR), Certified Compensation Professional (CCP) or Certified Employee Benefit Specialist (CEBS), preferred.

EXPERIENCE

Managerial Experience

Must have 7 years of progressive professional-level experience in Compensation, Benefits, or Employee Services Talent Acquisition. Must include 2 years of managerial experience in one or more areas of Compensation, Benefits, or Employee Services Talent Acquisition.

ADDITIONAL INFORMATION

Must have an occupationally significant combination of: in-depth job knowledge; excellent communications (verbal/written), proven analytical, problem solving - decision making, leadership, customer relations, and resource management skills; a high level of integrity; abilities in working as a team and promoting safety work practices; facility with numbers to prepare/review financial/statistical reports; flexibility to adjust to changing conditions; and demonstrated ability to motivate a diverse workforce and community. Must have a valid driver's license from state of residence. Works in office under good conditions.

Pay range: \$1,600.00 - \$2,000.00 weekly.

Qualified candidates should submit resumes to: bknight@rrmq-hr.com