



Description - GLOBAL VICE PRESIDENT – HUMAN RESOURCES

Famous Luxury Brand in Midtown is seeking an experienced HR Leader with Global Luxury Brand experience and an ability to travel both Domestic and International.

Position reports directly to CEO.

I. Job Summary

Under the general direction of the Chief Executive Officer, the Global Vice President, Human Resources is responsible for providing leadership in developing and executing the human resources strategy in support of the overall business plan and strategic direction of the organization. Specific areas include employee relations, talent acquisition, benefits and payroll.

The Global Vice President, Human Resources is responsible for ensuring compliance with the policies and practices of this Brand, the ethical and social consciences of business and society, and the laws, regulations and administrative rulings of governmental organizations and other regulatory and advisory authorities and organizations. The incumbent will be responsible for strategic human resource planning to provide the organization with the best people available and to position the organization as the employer of choice by being aware of policies, practices and trends within the industry.

II. Key Duties, Responsibilities and Accountabilities

- Provide strategic advice to managers on employee issues.
- Plan, develop, organize, implement, direct and evaluate the organization's global human resource department, function and performance.
- Lead global business counterparts through employee and/or change management initiatives, including business transformations, organization design/evolution/development, restructuring, etc.
- Develop staffing strategies and implementation plans and programs to identify talent within and outside the organization for positions of responsibility. Identify appropriate and effective external sources for candidates for all levels within the organization.
- Develop progressive and proactive compensation and benefits programs to provide motivation, incentives and rewards for effective performance.
- Develop human resource planning models to identify competency, knowledge and talent gaps and develop specific programs to fill the identified gaps. Areas of activity will include talent management through proper succession planning programs for key contributor and management positions, retention, training and development programs

and general business development programs to enhance employee knowledge and understanding of the business of the company.

- Continually assess the competitiveness of all programs and practices against the relevant comparable companies, industries and markets
- Develop appropriate policies and programs for effective management. Included in this area would be programs for employee relations, affirmative action, sexual harassment, employee complaints, external education and career development, among others.

Enhance and/or develop, implement and enforce HR policies and procedures of the organization by way of systems that will improve the overall operation and effectiveness of the organization.

- In particular, manage the human resource information systems database and provides necessary reports for critical analyses of the HR function and the people resources of the organization.
- Maintain knowledge of international HR policies, programs, laws and issues. Understand the differences of domestic and international policies and programs and coordinate the integration of all such programs.
- Provide strategic coaching to key employees as related to succession planning, career path development, and performance management.
- Leveraging HR strategies and practices, analyze and define Global talent needs, attract great talent and build retention strategies to retain same.
- Oversee and drive the global delivery and execution of HR programs and services consistently across brand, function, or geographic areas based on a deep understanding of the global business strategy, environment, and the people management implications.
- Exceptional judgment, demonstrated ability to make sound decisions and be creative in developing alternative solutions in a fast paced environment.
- Responsible for oversight and administration of corporate benefit plans.
- Assume responsibility of labor and employee relations; ensure all procedures comply with legal regulations and best practices.

III. Job Qualifications

- Proven experience as Vice President of HR or other senior HR role
- Experience in strategic planning and implementation
- Deep knowledge of HR functions (talent management, recruitment etc.)
- Ability to use metrics and analytics
- Knowledge of local and international labor law
- Aptitude in communicating and public speaking
- Well-organized with excellent leadership qualities
- BS/BA in business, HR, social sciences or related field; Masters or MBA in related field is preferable
- This position requires up to 25% travel. Some of the travel is international.

If interested, please email your updated CV to Resumes@OmniChannelCareers.com to apply.