



Vice President of Human Resources – Global HR Technology Solutions Firm

The Vice President of Human Resources is responsible for developing the HR strategies, processes and programs that are aligned with the company's business plans and objectives, with a strong focus on execution. She/he will be a hands-on leader, who is willing to roll up his/her sleeves and be involved in day-to-day execution. The VP will drive key HR initiatives in such areas as performance management, compensation planning, organizational development, employee resolution and policy design and implementation. Reporting to the EVP, General Counsel, the HR VP will support an employee population of over 600 employees.

- Develop, interpret and implement HR policies, practices and procedures for managers, teams and individual employees that further the strategic vision of the business;
- Oversee the Company health and welfare plans, implementation and day to day management;
- Partner and coach senior leadership at various levels and advance strategy ensuring performance management initiatives are met, anticipates needs and proactively recommends solutions;
- Oversee and deliver on all things related to onboarding and orientation, immigration matters, learning and development, and employee engagement initiatives;
- Manage the sourcing team to meet hiring goals, while partnering with the marketing team who is responsible for integrating recruitment messaging and advertising into our Communications strategy (i.e. ERP, social media etc.);
- Respond to all levels of employee relations issues and partners with legal counsel to project manage and resolve issues;
- Analyze data and metrics that account for staff turnover, tenure, hiring data and decision making;
- Help identify training needs and build into training program for new hires and existing employees; and
- Manage an HR team consisting of an HR Generalist, HR Coordinator, Payroll/ Benefits Manager, and three Talent Acquisition Associates/ Recruiters.

Qualifications

- Bachelor's degree (Master's preferred) in Human Resources and 10+ years progressive HR experience;
- Ability to create relationships with management team at all levels and create a collaborative environment;
- Ability to communicate and champion HR & Company processes;
- Excellent leadership, coaching, critical thinking, problem solving, project management and organizational skills;

- Written and verbal communication skills; and
- Demonstrated knowledge of applicable Local, State and Federal employment laws and general business practices pertaining to all personnel matters.

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