

As a community, the University of Rochester is defined by a deep commitment to *Meliora - Ever Better*. Embedded in that ideal are the values we share: equity, leadership, integrity, openness, respect, and accountability. Together, we will set the highest standards for how we treat each other to ensure our community is welcoming to all and is a place where all can thrive.

To support our mission of Learn, Discover, Heal, Create, the University of Rochester's Human Resources team is seeking a people champion to become the next **Director of University Human Resources Services**. The **Director of University Human Resources Services** will shape policy and strengthen partnerships that better the University community. The **Director of University Human Resources Services** works closely with the Vice President of Human Resources in developing HR programs and projects that foster inclusion and equity, employee engagement and performance management.

The successful **Director of University Human Resources Services** acts as an employee champion and change agent, leading the University HR Business Partners to develop and evaluate HR programs and policies. A key performance element of this position is to ensure their team of HR Business Partners (HRBP) functions in alignment with HR and University Strategic Plans.

This will be achieved through:

- Oversight of Human Resource programs for the University, providing expertise and counsel on all matters related to effective operational structure, utilization and development of staff. Will provide creative and innovative solutions to address needs and implement programs designed to achieve these strategic objectives.
- Collaboration with University leadership to understand the organization's goals and strategy related to staffing, recruiting, learning and development, retention and engagement. Will develop short and long-range strategies, working with Senior Administration and HRBPs to develop the related programs and policies.
- Building a proactive employee relations program, collaborating with Organizational Development and Diversity to design and deliver this initiative. This also includes advising leaders on employee relations issues and proper handling of interventions and disciplinary actions.
- Analyzing statistical reports and HRIS data to provide information for project work and regular reporting. Leveraging this data, will recommend strategies to address a variety of Human Resources and employee issues.

The ideal candidate will bring several years of experience in a senior-level HR role, along with experience at the leadership level driving HR policy and related changes. Experience within a large, matrixed organization or higher education/academia is helpful. This individual will have experience leading change related to employee engagement and equity and inclusion practices, and demonstrate data-driven decision making methods.

EOE Minorities/Females/Protected Veterans/Disabled

The University of Rochester is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. The University believes that a diverse workforce and inclusive workplace culture enhances the performance of our organization and our ability to fulfill our important missions. The University is committed to fostering and supporting an environment inclusive of people regardless of their race, ethnicity, national origin, gender, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs, or any other non-merit fact, so that all employees feel included, equally valued and supported.

Apply to Link:

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