Associate Vice President of Human Resources / Chief Human Resources Officer
Human Resources

**POSITION SUMMARY**

The associate vice president of human resources serves as the chief human resources officer. Reporting to the vice president and chief operating officer, the AVP HR is charged with the responsibility for leading and managing a comprehensive human resource program including employee recruitment, orientation and retention; classification/compensation and benefits; human resources information management; policy development and implementation; employee relations; training, coaching and leadership development; performance and evaluation; regulatory compliance; and employee recognition. The AVP HR negotiates, oversees and ensures compliance with the collective bargaining agreement with union employees and oversees student employment. The AVP HR serves as a member of the chief operating officer’s senior management team.

The AVP HR is a critical role in the institution and must be able to manage, inspire, and lead a team of five dedicated professionals in a customer service oriented human resources department and have demonstrated experience in maintaining a workforce that supports and respects diversity. In addition, the AVP HR must possess strong interpersonal skills; have the ability to influence at all levels within the college and to function as an effective change agent in a continuous quality improvement environment. The AVP HR must make smart, sound decisions, have good mediation and motivation skills, meet timelines, and manage competing priorities.

**SUMMARY OF DUTIES, RESPONSIBILITIES AND GOALS**

- Serves as the college’s Chief Human Resources officer to plan, develop, organize, implement, direct and evaluate the organization’s human resource function and performance
- Builds, motivates, and retains a strong, results oriented and respected Human Resource department and culture that is proactive, operationally excellent and viewed by the college to be collaborative, fair and equitable, effective, trustworthy, supportive, thorough, efficient, and innovative
- Provides vision and strategic leadership in the planning, development, and implementation of human resource programs and services, including but not limited to: classification, faculty and staff recruitment, benefits, leave, retirement, compensation, employee relations, organizational development, and collective bargaining aligned with the College’s priorities, mission, and values
- Collaborates with constituents at all levels of the institution building and fostering strong relationships to translate the culture, goals and initiatives of the college into Human Resource strategic and operational plans
- Evaluates and advises on the impact of long-range planning of new programs/strategies and regulatory action as those items affect the attraction, motivation, development and retention of all employees
- Responsible for compliance to all Federal and California legal and regulatory mandates related to employee matters
- Serves as a trusted advisor to the chief operating officer and senior leadership team in matters pertaining to organizational development, employee relations, workforce analysis and supervisor development
Serves as consultant to the campus on human resource matters, including leading or directing investigations of complaints and allegations of inappropriate employee behavior and/or facilitating conflict resolution sessions
- Oversees and develops the human resources information systems
- Oversees the employee background screening program
- Manages new employee orientation programs and activities
- Manages employee recognition programs and activities
- Supports employee/leader professional development programs
- Maintains the official personnel files for the campus
- Oversees and champions employee wellness efforts, including medical monitoring for identified positions and injury prevention/loss prevention efforts with workers compensation carrier
- Oversees the application for all staff and administrator visas and serves as the custodian of employee I-9s ensuring legal documentation for employment
- Perform other duties as necessary

**QUALIFICATIONS**

**Minimum Qualifications:**

- Must have earned a Master's degree in Human Resource Administration, Business Administration, Public Administration, or Law from an accredited college/university and accrued a minimum of 7-10 years of experience across all human resource functions
- Strong oral, writing, communication and presentation skills
- Must be familiar with standard office software and programs

**Preferred Qualifications:**

- Experience in higher education environment
- Experience in union labor relations
- SHRM/SPHR certification
- Direct experience in Human Resource Information Systems (e.g. Banner)

**Qualities We Seek:**

- Ability to operate in a confidential, professional, fast-paced academic environment, and work as both a senior leader and a member of various committees and teams
- Ability to actively communicate, inspire and motivate all levels of staff
- Ability to effectively leverage information systems and data to perform business process analysis and design to enhance departmental and organizational operations
- Ability to think and act strategically and proactively
- Ability to complete complex assignments independently
- Ability to translate complex policies into compliant campus business processes and effectively communicate back out to all-levels of the college
- Ability to understand and explain complex procedures
- Ability to learn, coordinate and oversee many different functions, determine relative importance of each, set deadlines, and delegate projects accordingly in a timely and effective manner, performing follow up as needed
- Ability to prioritize and perform multiple tasks; exercise sound judgment, use discretion and initiative in performing complex work; possess a high level of integrity, and maintain good working relationships throughout the campus community and with external stakeholders

**APPLICATION INSTRUCTIONS**
Please submit a resume and cover letter explaining how your qualifications meet the requirements of the position to Milton Hall at mhall@humancapitalllc.com and Eric Fagan at efagan@humancapitalllc.com.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhausted list of all responsibilities, duties and skills required of personnel so classified.

As a condition of hire for a staff position and for appointment to a faculty position, Occidental College requires that all candidates who have received a conditional offer of employment complete an application form (if they have not already done so) and consent to a background check. Satisfactory completion of a background check, along with pre-employment verifications and references are required as a condition of employment, but only as permitted by federal, state, and local law, including the City of Los Angeles Fair Chance Initiative for Hiring Ordinance.

We will consider for employment all qualified Applicants, including those with Criminal Histories, in a manner consistent with the requirements of applicable state and local laws, including the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance.