



VICE PRESIDENT, HUMAN RESOURCES

POSITION SUMMARY

The Vice President Human Resources (“VPHR”) is a member of the senior executive team reporting directly to the President/CEO. As a member of the senior executive team, the VPHR will have a seat at the table in setting and executing the strategy of the organization. The VPHR is expected to get in front of the strategy, and to proactively address the HR needs of the organization in successfully executing its strategy. The VPHR will be responsible for attracting top talent, recruiting, retaining, evaluating and developing their skills needed for both personal and organizational success. The VPHR is a change agent able to communicate effectively the “why”, while staffing the talent to figure out the “how”.

ESSENTIAL FUNCTIONS

- Identify, address and develop the critical talent needs of the business to successfully execute the strategy and achieve the long-range goals
- Develop HR programs and identify key HR metrics to analyze and solve business problems that impact organizational effectiveness
- Drive a talent acquisition and management strategy that integrates a succession planning methodology for key contributor and management positions
- Evaluate and implement strategies to improve human resources data management.
- Oversee the design, administration and communication of the company’s compensation and benefit programs
- Develop and manage a compensation total rewards strategy to ensure talent attraction and retention while managing costs.
- Lead programs pertaining to employee onboarding, training, development and leadership
- Manage a dynamic team of HR professionals providing day to day support and strategic guidance to the organization on issues including organizational structure, professional development, motivation, performance evaluation, discipline, compensation, benefits, personnel policies, and procedures.
- Champion the Company’s values and culture; continue the ability of the organization to attract and retain a high performing team.
- Provide visionary and strategic leadership for the organization.
- Leverage expertise in compensation and commission plans in the development and oversight of all pay structures and benefits.
- Support the continued development of our employment brand and culture that will attract next-level talent and retain business-critical employees.
- Lead the development of staffing strategies and implement programs to identify talent inside and outside the organization for open positions.
- Mentor and develop HR team in each functional area of human resources.

QUALIFICATIONS/REQUIREMENTS

- Bachelor's Degree required / Graduate Degree preferred.
- Passionate, competitive, and possess the desire to win. Strong work ethic, and the desire to lead the organization through change at a fast pace
- Demonstrated ability to work as part of a Team
- Demonstrated ability to create a best in class team, and not being afraid of making the tough decisions to top grade organizational talent
- Minimum of 7 - 10 years of progressive human resource management experience with at least five years at the senior management level. Operations, sales, and lean experience is a plus.
- Experienced in a hub (support center), and spoke (diverse distribution center locations) business model
- Extensive knowledge in several specialized disciplines and the ability to integrate critical information from diverse areas is necessary.



- Strong business acumen with the ability to link strategy with HR solutions resulting in improved individual and organizational performance is required.
- Effective conflict resolution and decision-making skills.
- Proven knowledge of concepts, laws, practices and procedures within Human Resources.
- Proven track record of leading and growing companies, driving results on an accelerated basis.
- Strong and effective communicator both in person, and in writing. Experienced in setting policy and communicating it effectively.