



CHIEF HUMAN RESOURCES OFFICER

Pacific Marine Credit Union

\$780M Assets

Oceanside, CA

Pacific Marine Credit Union is seeking an innovative, progressive, and credentialed executive to lead the human-resource function of a dynamic and forward-moving organization. Reporting to the EVP, the CHRO role leads the development of human-capital strategy, acquisition of talent, design, and internal development efforts to create strong engagement internally and to its external member customers. The role will support human resources, succession planning, compensation, talent recruitment and development, and performance management efforts. The role requires a strong team leader who inspires others to reach objectives.

The organization believes in employee advocacy, making the human element its competitive difference in a service and market increasingly seen as a commodity. The high-performing candidate will display strong leadership, interpersonal, flexibility, and creativity skills. Experience in planning, project management, human resources, and supporting organizational structures for a learning organization are valued. This executive will operate in an environment of strong personal accountability. An open culture dominates at Pacific Marine Credit Union, and candidates should be comfortable being authentically rooted in having a strong self-regard, understanding others, engaging in deep listening, and taking ideas into action.

Candidates are required to have a bachelor's degree as a minimum, with a preference for a master's degree or a clear track record of ongoing learning. Experience in the financial industry is not a requirement, though it is a plus in onboarding, as the organization seeks the best talent who may have innovative and creative approaches applicable from any consumer-oriented industry. SPHR/SHRM certifications are desired. The role is located in Oceanside, CA, minutes from the beach and the beautiful and cultured San Diego.

Pacific Marine Credit Union, a not-for-profit, member-centric organization, was chartered in 1952 and now boasts over 78,000 members worldwide, 11 branch locations, and international ATM access. PMCU is a not-for-profit organization owned and controlled by its members. As a not-for-profit cooperative, all profits are returned to our members in the form of services, lower interest rates on loans, and higher earnings on savings and deposits.

ABOUT DDJ MYERS, LTD.

DDJ Myers is the executive search consultant for this organization. Our expertise is in supporting leadership teams in sustainable practices for high-performing organizations through succession planning,

leadership development programs, executive coaching, board governance and renewal, and executive search. Please learn more about us at www.ddjmyers.com.

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