

## **SENIOR VICE PRESIDENT OF TALENT MANAGEMENT**

Pacific Northwest

This well run and financially sound organization is seeking a dynamic and results-oriented professional to serve as a senior vice president of talent management (SVP TM). This position will serve on the executive leadership team, drive processes that embody organization values, and ensure the people strategy supports the organizational strategy. The SVP TM will report to the chief executive officer and is responsible for:

- developing, implementing, and overseeing a human capital management strategy for the organization
- designing and managing all aspects of talent development, including cultivating and promoting a positive organizational culture
- organizational development
- strategic hiring
- onboarding
- coaching
- performance management
- diversity and inclusion
- succession planning
- overall people development
- serve as a strategic advisor, functional expert, and thought partner on key talent acquisition, development, and retention strategies
- craft and shape a vision and be able to execute a strategy to be an employer of choice
- develop mentoring programs

The SVP TM will implement a best-in-class human capital talent system. This role is an exciting opportunity for a motivated learning and development expert to have a significant impact on the growth and performance of a highly successful organization.

Qualified candidates will have:

- a masters degree with an emphasis in organizational development
- PHR/SPHR or SHRM certification
- a leadership coaching certification; a PCC or MCC preferred
- have 10+ years of experience with at least five years in a leadership role, preferably in a dynamic growth-oriented organization
- experience in recruitment, compensation and benefits, performance management, employee relations, training and development, writing and implementing policies, organizational development, and general human capital practices
- experience leading in a time of significant corporate growth

Qualified candidates will work with a dynamic, facilitative, and collaborative executive team that appreciates conversations with sincerity and is open to ideas and feedback. Compensation ranges from \$200,000 to \$225,000 with incentive.

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](http://www.ddjmyers.com).

To submit your confidential resume and learn more about the position represented by DDJ Myers, Ltd., please go to <http://ddjmyers.com/careers/> or call (800) 574-8877.