

SENIOR VICE PRESIDENT OF TALENT MANAGEMENT

Pacific Northwest

This financial organization is seeking to recruit and retain a leader in the world of talent management to transform the organization into an employer of choice, implement a rewards program, and improve employee retention. 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:

- implementing a best-in-class human capital talent system
- designing and managing all aspects of talent development
- cultivating and promoting a positive organizational culture
- change management
- organizational development
- strategic hiring and onboarding
- coaching
- building a true performance management environment
- diversity and inclusion
- succession planning
- people development and employee engagement
- serving as a functional expert on talent acquisition, development, and retention strategies
- shaping a vision and executing a strategy to be an employer of choice
- developing mentoring programs
- developing and implementing initiatives to support the organization's most valued assets, the employees
- identifying talent development opportunities
- serving as a contributing and inspiring leader

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, an emphasis in organizational development is preferred
- a leadership coaching certification; a PCC or MCC preferred
- 10+ years of experience with at least five years in a leadership role, preferably in a dynamic growth-oriented organization
- PHR/SPHR or SHRM certification preferred
- experience in recruitment, compensation and benefits, employee relations, training and development, writing and implementing policies, and organizational development
- 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.

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.