



## **SENIOR VP HUMAN RESOURCES**

Drive HR success for two divisions of a large public company. One of the divisions is focused on manufacturing of highly customized control components for the aerospace sector. The second division is relatively new, and was formed to provide excellent customer support across all company divisions. As SVP HR your global scope will include over 2000 people across multiple sites worldwide. Based in Southern CA, your objectives will include:

- **HR Management:** Optimum HR performance at all sites.
- **HR Strategy:** Develop Divisional and Site HR strategic plans, focused on the talent needs of the organization. Team with business leaders for action plans for implementation.
- **Leadership Focus:** Fulfill the company leadership mission, building skills for current and future leaders.
- **Talent Acquisition:** Assist business sites to develop and implement plans to fulfill their hiring mandates.
- **Training & Development:** Drive the organizations' training and development programs for a high performance culture, facilitate roll outs of training for ethics, workplace behaviors, etc., and upgrade program for high-potential individuals.
- **Employee Relations / Morale:** Improve morale and employee relations at several specific locations
- **Employee Engagement:** Action plan to address results of recent employee engagement survey.
- **Acquisition Integration:** As new business units are acquired, drive the HR integration, and assess potential future acquisition targets.
- **External Coordination:** Work collaboratively with corporate HR executives, and partner with outside resources such as consultants, insurance brokers/insurance carriers, pension administrators, training specialists, and labor/employment counsel.

### **BACKGROUND AND EXPERIENCE:**

**Education:** Bachelor's degree required. Master's degree is preferred.

**Experience, Knowledge and Skills:** 15 years of relevant HR leadership experience. At least 5 years in a leadership role over an entire company or division HR function.

- Experience in an aerospace components manufacturing company is ideal.
- Strong business acumen. Understands regulatory compliance issues applied in a business-conscious way.
- Demonstrable capability to scale up to a comparable large business unit (over 1000 employees).
- Broad range of HR management skills to include organizational planning and strategy, staffing/recruiting, compensation & benefits, employee relations, training, HRIS, policies & procedures, etc.
- Strong strategic planner with ability to develop, manage, and execute Human Resources strategies for a global HR Function.
- Excellent interpersonal, written and oral communication skills with the ability to negotiate and influence, while exercising sensitivity to the audience.
- US Person required (citizen or Green Card) due to ITAR regulations.
- Must be able to travel up to 50-75%

If you are a confident leader with strong business acumen in the HR function, and would like a significant leadership opportunity, we'd like to discuss this position with you.

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