



Vice President of Talent and Organizational Development

Join a leading metal finishing company, serving the aviation, defense, and space industries as **Vice President of Talent and Organizational Development** (“VPTOD”). The VPTOD will be responsible for attracting, retaining, and developing employees, as well as act as a business partner with executive leadership to execute a comprehensive and strategic talent acquisition plan. This position will be based at the company’s headquarters in Southern California. The responsibilities of this position include:

1. **Talent Acquisition and Recruitment:** Establish a proactive, comprehensive talent acquisition process. Manage, plan, and shift to all levels of recruitment (executive, supervisors, and shop floor employees).
2. **Training:** Overhaul the entire training process. This will begin at the onboarding process and continue through employee development and employee engagement.
3. **Organizational Development:** Improve the implementation of the performance management system, transitioning the employee experience into a positive, rewarding process where feedback is focused on growth and progress.
4. **Acquisition Integration:** Ensure each acquisition is efficient and take ownership for the employee integration. Complete HR diligence for future acquisitions, partnering with the executive team to evaluate potential purchases.
5. **Compensation and Benefits Review:** Research and consult on compensation and benefits.

BACKGROUND AND EXPERIENCE:

Education: BS in Human Resources or relevant field is required. MS in Human Resources or relevant field is preferred.

Experience, Knowledge, and Skills:

- 15 years of relevant experience in HR leadership, talent acquisition strategy, and organizational development. At least 5 years in a leadership role over an entire company or division HR/talent function.
- Background working in an hourly, high touch labor environment—specifically with a young millennial workforce—is required.
- Experience within aerospace components manufacturing or service is preferred.
- Combination of experience with large organizations and small, decentralized businesses is preferred.
- Experience overseeing HR operations for multiple sites is preferred. The candidate should be comfortable in a multiple location environment with over 500 employees.
- Experience with private equity is a plus.
- Bilingual in Spanish is a plus.
- Established background in recruitment and organizational development.
- Experience organizing and delivering training programs.

Contact: Nick Zanze / nick@bobsearch.com / 949-253-7746