

Vice President Human Resources

Join a holdings group that controls several businesses providing electronic products and services to aerospace and defense operators and contractors as the VP Human Resources (VPHR). The VPHR will direct the Human Resources function for the holding company and its 3 subsidiaries. This position will be based in the central coast of California.

The responsibilities of this position includes:

1. **Develop Strategic Plan:** The VPHR must create a comprehensive strategic plan the encompasses a complete update to the HR function. The VPHR will support this growth and needs through the creation of a meaningful, actionable strategy designed to coordinate necessary steps to accommodate the needs of employees. This plan will include a strategy to bolster recruitment, improve employee branding, employee relations and organizational development, a complete compensation review for all businesses, and training / development initiatives for the current employees.
2. **Recruitment and Talent Acquisition:** The VPHR will establish a complete, proactive talent acquisition process. The Holdings group and its operating companies face several challenges. The business is headquartered in the central coast of CA, and often requires relocation for new hires. In addition, the overall recruitment approach needs to be modernized and updated.
3. **Employee Relations, Organizational Development, and Training:** The VPHR will improve the employee review by implementing a standardized process, emphasizing a positive, rewarding employee experience, focused on growth and professional development. Partnering with leaders responsible for HR over each site, the VPHR will establish a focus on leadership development of future supervisors.
4. **Compensation and Benefits Review:** The VPHR will research competing compensation packages to ensure the company and its businesses are remaining competitive employers within the job marketplace. The VPHR will partner directly with functional leaders involved in HR to complete a detailed review of compensation, benchmarking against competitors within the region, emphasizing retention.
5. **Employer Branding:** The VPHR will ensure that the company achieves a reputation as a relevant and desirable employer. In addition, the VPHR will utilize forward thinking and a strategic mindset to capture talent in creative ways. The VPHR will look to partner with site HR managers to manage external partnerships with colleges, job boards, and HR vendors.

BACKGROUND AND EXPERIENCE:

The ideal candidate will have the following education, work history, knowledge, and skills.

Education: Bachelor's degree is required; a degree in human resources or business preferred. Graduate or MBA degree is a plus.

Experience and Skills: 10+ 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 running HR in a manufacturing environment, specifically with a young workforce and completing hires across all levels.
- Experience within an aerospace or defense manufacturing environment is preferred.
- Comprehensive HR experience covering the full gamete of the function from staffing through benefits and organizational development.
- Dynamic, high-energy, highly effective, and engaging business development professional.
- Tireless strategist and tactician, self-directed, internally motivated and operates with personal integrity.
- Self-starter, internally motivated, and confidence to know "how to get the job done."
- Results-oriented – drives a sense of urgency throughout the organization.

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