



Vice President, Human Resources

If you recognize that the greatest asset of an organization is its employees, you have a passion and commitment for building winning teams and fostering a corporate culture predicated on valuing team members and celebrating diversity this may be the opportunity for you.

As a financially stable and growing organization with over \$450 million in assets, and approximately 100 employees, 6 branches, 7 satellite locations and a member service call center, Financial Resources has been a premier provider of personal and business banking services for almost 100 years.

We are in search of a dynamic and engaging leader who is a change agent to join our growing team as we continue to build a "best in class" organization predicated upon our pledge to be responsible to our members, employees and communities where we live and work. The VP of HR will provide the vision, leadership, direction and oversight to ensure excellence in the delivery of HR programs and services including organizational design and development, workforce planning, talent acquisition, performance management, career development, employee relations, compensation and benefits; as well as other programs that attract, develop, and retain talent. This position will also serve to be a partner with all lines of business with a focus on maximizing employee performance and success through the advancement of employee skill development, while fostering a positive and collaborative team environment.

Serving as a strategic human resource leader this person will report directly to the President & CEO as a member of the executive leadership team. This is a strategic and "hands on" position that partners and acts as a backup to the Senior HR Generalist, assists and advises management about human resources issues as well as oversee the corporate training department.

Primary responsibilities involve the management and handling of the human resources area and learning and development area of the Credit Union with two direct reports. Human Resources area includes recruiting, retention, performance management, career development, employee relations, payroll, compensation and benefits. Learning and development area includes employee and system training, leadership and management development, competency management and succession planning.

Requirements

- Bachelor's degree, professional designation / SPHR desired.
- Requires at least ten years of progressive work experience in a lead HR position with three years of strategic management experience (leading other managers).

- Successful experience in Career Pathing, organizational design and development.
- Proven success in developing alliances between departments and acting as a change agent to drive cultural transformation.
- Recruiting and retention experience.
- Compensation and benefits experience, including payroll.
- Requires knowledge of human resource principles, practices, rules, regulations and procedures.
- Learning and development (LD) experience.
- High-level HR and LD technical proficiency.
- Strong organizational, interpersonal, verbal and written communication skills.
- Analytical ability and good judgment.
- Integrity and Boardroom presence are essential.

In addition to being part of a great team and enjoying a rewarding career Financial Resources provides employees with a competitive compensation and benefits package. Enjoy a competitive salary, medical/ dental/vision benefits, 401(k) plan with an employer match, profit sharing opportunities, tuition assistance program, flexible work schedule program and a generous paid time off program including 10 paid holidays per year.

Qualified candidates are invited to apply by forwarding a resume and cover letter - which must include salary requirements. humanresources@finersc.org

Financial Resources Federal Credit Union is an Equal Opportunity Employer.