

Vice President of Human Resources & Organizational Development

Position Summary

The VP of Human Resources & Organizational Development leads the organization's HR strategy, talent management, and organizational development efforts to support business objectives and strengthen workforce and leadership capability.

Reporting to the Chief Financial Officer (CFO) and serving as a member of the Senior Leadership Team (SLT), this role partners with organizational leaders to oversee talent management, succession planning, workforce planning, organizational design, compensation strategy, executive recruiting, leadership development, and change management initiatives.

The VP is accountable for the overall effectiveness of the Human Resources function, including leadership of the HR Generalist, and serves as the steward of the "Leading the Northland Way" leadership framework through strategic partnerships with external development and training providers.

Essential Responsibilities

Strategic Human Resources Leadership

- Serve as a member of the Senior Leadership Team and contribute to organizational strategy, planning, and decision-making.
- Develop and execute the organization's HR strategy and annual HR roadmap.
- Partner with organizational leaders to identify workforce opportunities, talent risks, and organizational priorities.
- Utilize workforce and business data to support strategic decision-making.
- Ensure HR programs, systems, and processes effectively support organizational objectives.

Talent Management & Workforce Planning

- Lead succession planning and talent review processes across the organization.
- Assess organizational talent needs and develop strategies to strengthen leadership pipelines and workforce capability.
- Partner with business leaders to develop workforce plans that align with current and future organizational needs.
- Provide guidance and recommendations regarding talent acquisition, retention, development, and organizational readiness.

Leadership Development & Organizational Effectiveness

- Own the organization's leadership development strategy and ensure alignment with the "Leading the Northland Way" framework.
- Identify leadership and professional development priorities across the organization.
- Partner with external consultants, facilitators, coaches, and training providers to deliver development opportunities that support organizational goals.
- Evaluate the effectiveness of development initiatives and recommend improvements as needed.
- Coach leaders on team effectiveness, leadership capability, organizational challenges, and talent decisions.

Organizational Design & Change Management

- Lead organizational design efforts that support growth, scalability, and operational effectiveness.
- Develop and implement change management strategies for significant organizational initiatives.
- Guide leaders through organizational change, restructuring, growth, and transformation efforts.
- Identify opportunities to improve organizational effectiveness through people, process, and structural improvements.

Compensation & Executive Talent Acquisition

- Lead the development and administration of the organization's compensation philosophy, salary structures, and compensation programs.
- Conduct market analyses and provide recommendations regarding compensation competitiveness and internal equity.
- Lead recruiting efforts for Director-level positions and above.
- Develop leadership talent pipelines and manage relationships with executive search partners as needed.

HR Operations, Employee Relations & Compliance

- Maintain accountability for the overall quality and effectiveness of HR service delivery.
- Oversee employee relations, policy administration, compliance, recruiting, onboarding, benefits administration, and HR systems.
- Provide guidance to leaders on employee relations issues, policy interpretation, and workplace concerns.
- Ensure compliance with applicable employment laws and regulatory requirements.
- Drive continuous improvement of HR processes, systems, and operating practices.

HR Team Leadership

- Directly supervise, coach, and develop the HR Generalist.
- Establish performance expectations, priorities, and development plans for the HR Generalist.
- Delegate operational responsibilities while maintaining accountability for HR outcomes and service quality.
- Build HR capabilities that support organizational growth and evolving business needs.

Education & Experience

Required

- Bachelor's degree in Human Resources, Business Administration, Organizational Development, Psychology, or a related field or;
- Seven to ten years of progressive Human Resources experience with increasing levels of responsibility.
- Five or more years of experience partnering with senior leaders on strategic people initiatives.
- Demonstrated experience in:
 - Succession Planning
 - Talent Review Facilitation
 - Workforce Planning
 - Organizational Design
 - Leadership Development Strategy
 - HR Strategic Planning
 - Compensation Strategy and Salary Structure Development
 - Director-Level and Executive Recruiting
 - Change Management
 - Employee Relations
 - Organizational Development

Success Measures

Success in this role is demonstrated through:

- Strong leadership pipelines and succession readiness across the organization.
- Effective talent review, workforce planning, and organizational development processes.

- Leadership development initiatives that reinforce the "Leading the Northland Way" framework.
- Competitive and sustainable compensation programs.
- Successful execution of organizational change initiatives.
- High-quality HR service delivery and regulatory compliance.
- Effective development of the HR Generalist and overall HR function.
- Strong strategic partnerships with organizational leaders that contribute to business success.