

**TITLE:** Vice President, Human Resources

**LOCATION:** California

**COMPANY:** Our client is an award winning integrated marketing services company.

**ROLE FOCUS:** This position is responsible for performing all HR-related activities. The VP Human Resource Business Partner is the first line contact for strategic counsel, policy interpretation, compensation & benefits administration, and all other areas related to Human Resources. This is an exciting opportunity for a highly motivated Human Resources professional to have a significant impact on the growth and performance of a successful organization and have a lasting impact on our company culture.

**RESPONSIBILITIES:**

- Regularly evaluates the company's organizational capabilities, structure, strengths, and development opportunities.
- Proactively partners with managers and the human resources team to implement recruiting, retention, and various HR programs.
- Partners with leadership and managers to ensure that the offices are staffed effectively to meet business needs.
- Counsels employees and management on a multitude of employee relations, business relations issues, and policy interpretation.
- Assists in management of all vendor relationships including relocation contacts, immigration, and other recruiting sources.
- Provides guidance and input on business unit restructures, workforce planning and succession planning.
- Identifies training needs for business units and individual executive coaching needs.
- Participates in evaluation and monitoring of training programs. Follows-up to ensure business training needs are being met.
- Implements formalized performance management to include performance evaluation process, personal development plans and performance improvement plans in line with the company's Health vision.

**IDEAL CANDIDATE:**

- Bachelor's degree in Human Resources or equivalent.
- Minimum of 10-15 years' experience in Human Resources.

- Strong interpersonal, communication and organizational skills.
- High degree of professionalism and confidentiality.
- Proven relationship-building skills.
- Demonstrates team orientation, motivation and flexibility.
- Fundamental knowledge of HR and employment laws.