



TITLE OF JOB: VP Human Resources

LOCATION: Southwest

POSTED: April 2019

SUMMARY:

A large, sophisticated restaurant franchisee group is seeking a VP of Human Resources to play a critical role in the continuous improvement and growth of the organization. The VP of HR will oversee all aspects of the HR department, develop strategies to further professionalize the structure and systems for the department, and work closely with Executive Leaders. The hire must ensure that all programs support the company's strategic objectives, maintain legal compliance, attract and retain great team members, and are within budgetary constraints. The VP of HR must maintain current knowledge and understanding of technology, regulations, industry trends, current practices, new developments and applicable laws regarding human resources.

RESPONSIBILITIES:

- Direct all HR support activities including payroll, benefits, loss prevention, and compliance.
- Keep the company focused on the Vision and values.
- Maintain legal compliance in all areas.
- Develop and execute compensation and benefits plans for all company employees.
- Work with COO and Executive Leaders to develop talent recruitment strategy and help operations team to execute the strategy.
- Gain commitment to the company vision and values, create an environment of accountability ensuring expectations are defined, support to achieve goals provided and performance measured and managed.
- Establish an HR strategy defining the people activity required to ensure human capacity and capability allowing the business to perform in line with its objectives.
- Provide organization with HR support to be able to meet aggressive goals and objectives.
- Manage employee feedback/review process as well and employee development plans.
- Develop strategies to help reduce turnover in restaurants.
- Provide business support to achieve organization objectives and values of sales and profit through people and quality.
- Capable of providing leadership around HR technology including Payroll System, Benefits system, as well as employee on-boarding portal.

REQUIREMENTS:

- Demonstrated experience managing organizational change in situations where a strong company culture exists but can be improved upon.
- Experience leading Human Resources in a growth-based company.
- A track record of building HR systems and tools. Must have experience with a company that has an excellent HR function.
- A track record of developing talent at all levels for a growing company.
- At least 5 years of experience in senior HR role for a company with operations in restaurant or hospitality.
- Strong leadership skills, credible and values driven.
- Proactive, forward planning preventing issues occurring.
- Team building and development skills.
- Understanding of how to get things accomplished without creating large staff or huge organization.
- A demonstrated track record of working in a growth environment.
- Working knowledge of benefit programs in a large field-based company.

EDUCATION:

Bachelor's Degree or equivalent preferred.

SALARY & BENEFITS:

A competitive Salary and Bonus will be commensurate with experience.

FOR POSITION REQUIREMENTS AND SPECIFICATIONS PLEASE CONTACT:

Name: Kevin Stockslager

Direct: (845) 863-5562

Email: kevin@wraysearch.com

Wray Executive Search shall provide equal employment opportunity to all qualified candidates, and will refer candidates without regard to race, color, religion, national origin, sex, age, disability, veteran candidates without regard to race, color, religion, national origin, sex, age, disability, veteran status or any other legally protected basis. Wray Executive Search shall comply with all applicable laws, rules and regulations in the performance of duties pursuant to this Agreement, including but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and state and local anti-discrimination laws to the extent applicable.