

**GLOUCESTER COUNTY, VIRGINIA
HUMAN RESOURCES DIRECTOR**



The lush green of its farmlands, the yellow carpets of its daffodil fields and the sparkling blues of its waters weave a tapestry that makes Gloucester County a uniquely desirable community. Gloucester County, Virginia is seeking applications from executive level managers with government and/or corporate business experience to serve as the County's next Human Resources Director.

The County is governed by a seven-member board of supervisors who serve as the local legislative body. The Board employs a County Administrator who serves as the chief administrative officer under the board's direction. The Human Resources Director will report to the County Administrator and will be a business partner to the Administrator's core executive team. The director's primary job duties will involve the development and oversight of programs and policies in the areas of recruitment, selection and retention, organizational performance, employment law compliance, position classification, compensation, employee relations, benefits, payroll, leave administration, employee recognition and relations, and training.

The Human Resources Director has four (4) direct reports and is responsible for a \$483,240 department budget. The Department is also responsible for personnel policies, classification and pay plan, organizational developmental training and career development programs, and payroll for approximately 400 employees.

Requirements include a Bachelor's degree in human resource management, business management, public administration, or a related field while a Master's degree is preferred. A minimum of ten (10) years of progressively responsible human resource management experience with local government serving a comparably sized growing community, business or non-profit organization, including at least five (5) years in a management or leadership capacity is required. Preferred qualifications include certification as a Senior Professional in Human Resources (SPHR), Professional in Human Resources (PHR), SHRM Certified Professional (SHRM-CP), or SHRM Senior Certified Professional (SHRM-SCP) or IPMA Senior Certified Professional (IPMA-SCP) or IPMA Certified Professional (IPMA-CP).

The salary is \$106,708+/- negotiable and competitive based on experience and qualifications with excellent benefits.

The position is open until filled but applicants are encouraged to **apply by April 29, 2019**. To be considered, please submit your cover letter and résumé at <https://springsted-waters.recruitmenthome.com/postings/2302>. Applications will be screened against criteria provided in the recruitment brochure. For more information, contact Steve Miner at richmond@springsted.com or by calling (804) 726-9748.

Gloucester County is an EOE and values diversity at all levels of its workforce.