



DEPUTY DIRECTOR OF HUMAN RESOURCES

Hanover County has a unique and exciting opportunity for a Deputy Director of Human Resources to provide leadership support to the County's Human Resources initiatives. Hanover County is a progressive, growing county with an excellent reputation for being well-managed, as demonstrated through a triple-AAA bond rating and an SPQA Certificate award winner. This position is an integral member of an 11-person, dynamic team of HR professionals and will provide oversight to the department in the absence of the Director. Primary responsibilities include providing consultative assistance to managers on employee relations, ensuring consistent application of policies and employment laws, conducting investigations, and providing guidance with regard to disciplinary actions. The successful candidate will oversee the recruiting and onboarding team, to include managing the occupational health program, and will oversee the employee training and development program, which includes creating and facilitating training classes. In addition, the incumbent will assist the Director with the administration of the County's compensation programs. Effective communication and building relationships is essential in this position. As a valuable team member, the Deputy Director assists in the development and implementation of policies and procedures and other Human Resource's projects.

A Bachelor's degree (preferably in Human Resources) with at least five (5) years of progressively responsible related experience, including supervision, is required. A Master's degree, HR certification (PHR/SPHR, SHRM-CP/SCP or IPMA-CP/SCP), and experience in local government human resources is preferred.

For more details including the qualifications and to apply, please visit www.hanovercountyjobs.com. EOE/MFDV.