



A PART OF
RAFTELIS

Albemarle County

DIRECTOR OF HUMAN RESOURCES

The Director of Human Resources

Albemarle County is seeking a Director of Human Resources who is passionate about public service, diversity, equity, and inclusion and can lead a hard-working staff to support the needs of a complex, progressive county government. The Director of Human Resources serves as a member of the County's Organizational Leadership Team. The Director of Human Resources will provide leadership for the building of a new department, aiming to establish the role of HR as a strategic, executive function grounded in operational excellence.

With a focus on well-defined strategic services and county-wide alignment on expectations with HR, the Director of Human Resources will be responsible for maximizing employee value, building a culture and brand that embody Albemarle County's core values, and best aligning people to the organization's desired business outcomes. This will all be accomplished through emphasis on dynamic workforce planning, management and supervisory training, competitive total rewards talent management and career progression consulting, data-driven HR program administration, and the modernization of technology and policies to reflect today's local government workforce.

Experience and Education

Minimum qualifications include a bachelor's degree and eight years of experience in human resources or an equivalent combination of education and experience.

Preferred qualifications include IPMA-HR Senior Certified Professional (IPMA-SCP), SPHR, and SHRM Senior Certified Professional (SHRM-SCP) certification, master's degree in a related field, and demonstrated experience with implementing a high-performance organizational culture. Local government human resources leadership experience is highly preferred, as well as completion of LEAD or SEI programs at UVA Weldon Cooper Center for Public Service.

Compensation and Benefits

The full salary range for the position is \$91,919 to \$150,041. The selected candidate's salary will be commensurate with experience and qualifications. Albemarle County recognizes the Human Resource director position as critical in aligning organizational strategies with human capital strategies.

Albemarle County offers excellent benefits, including vacation and sick leave, health insurance options (health, vision, and dental), and Virginia Retirement System (VRS) benefits. This is a full-time FLSA Exempt position. County-paid life insurance and deferred compensation are available. Residency within the County is not required, and relocation assistance may be offered.

How to Apply

Applications will be accepted electronically by The Novak Consulting Group, now part of Raftelis, at <https://bit.ly/3fsVqad>. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on **June 14**.