

HUMAN RESOURCES DIRECTOR

Fluvanna County is seeking a candidate to join the leadership team as a skilled and collaborative Director of Human Resources, to lead the organization's HR operations and guide strategic workforce initiatives. The role includes oversight of workforce planning and development, employee relations, compensation and benefits, staff training, risk management and ensuring all HR practices align with legal standards, industry's best practices, and the agency's values.

The successful candidate will have the opportunity to:

- Build from the ground up by strengthening systems and embedding best-in-class HR practices;
- Shape organizational strategy by working closely with the senior leadership team in innovative and creative ways; and
- Drive long-term change by ensuring policies, procedures, programs, and workforce development efforts are designed to last and strengthen the organization for years to come.

The position oversees the daily operations of the Human Resources function for all County departments and associated Constitutional offices. This position is the primary coordinator of the employee benefits programs and is responsible for training and development and employee engagement opportunities throughout the organization. The successful candidate will be a collaborative, transparent, service-oriented leader and team/relationship builder who is capable of developing trust across all departments and fostering a culture of accountability, consistency and support.

Required:

- Excellent and measurable interpersonal, negotiation and conflict resolution abilities;
- Effective verbal and written communication abilities;
- Effective organizational abilities with attention to detail;
- Ability to analyze, problem-solve and resolve concerns in an efficient manner.
- Ability to act with integrity, professionalism, and confidentiality.
- Proficiency with or the ability to learn the organization's HRIS, talent management, and benefits/payroll-related systems.

Undergraduate degree with coursework in human resources management or a related field and significant experience in human resources management or an equivalent combination of education and training.

Prefer:

- Experience supervising the work of others. Significant experience in local government or a public sector human resources environment.

- Master's degree in a related field which includes a focus on HR management and strategy development.
- SHRM and/or PSHRA certifications.

Salary Range: \$91,541 - \$114,426

In order to be considered for this position, applicants must submit the following: Fluvanna County application, cover letter attachment, resume attachment and three professional references. All required fields of the employment application must be completed.

Continuous recruitment. First review date: no sooner than Friday, January 9, 2026. The County provides an excellent benefits package, including health, dental and vision insurance; retirement (VRS); life insurance, paid leave and holidays.

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