



TITLE OF JOB: VP of Human Resources

LOCATION: North Carolina

POSTED: July 2022

SUMMARY:

A successful, growing regional restaurant group with over 30 full service, polished casual restaurants in four states in the Southeast 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, 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.
- Lead a team consisting of Sr. Manager of HR, Training Manager, two recruiters, and HR Generalist and possibly others directly and indirectly.
- 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:

- At least five years of experience in a senior leadership role in Human Resources in a restaurant, retail, or related company.
- A track record of developing talent and culture at all levels for a growing company.
- Knowledge of federal, state, and local employment, wage and salary laws and regulations.
- Strong leadership skills, credible and values driven.
- Proactive, forward planning preventing issues occurring.
- Team building and development skills.

EDUCATION:

Bachelor's Degree required
MA preferred

SALARY & BENEFITS:

A competitive Salary and Bonus will be commensurate with experience.

FOR POSITION REQUIREMENTS AND SPECIFICATIONS PLEASE CONTACT:

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