



TITLE OF JOB: VP Human Resources

LOCATION: Southeast US

POSTED: May 2018

SUMMARY:

An iconic (150+) unit restaurant company is seeking a VP HR to play a critical role in the continuous improvement for both Compensation & Benefits programs, as well as the overall Organizational Development strategy to further professionalize the structure and systems for the department and company. In this role, you'll be a valuable member of the executive team and partner with the Vice President of operations, Support center directors, as well as the CEO to put programs and systems in place that help the company continue to be an employer of choice in the Southeast.

RESPONSIBILITIES:

- Direct all HR support activities including payroll, benefits, and compliance
- Keep the company focused on the Vision and values
- Maintain legal compliance in all areas
- Develop and execute compensation strategies for executives including stock options and bonus
- Work with VP of Operations to develop talent recruitment strategy and help operations team to execute the strategy
- 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
- Capable of providing leadership around HR technology including Payroll System, Benefits system, as well as employee on-boarding portal
- Be a sounding board for field and support team regarding progressive discipline to make sure we are consistent and fair

REQUIREMENTS:

- Demonstrated experience managing organizational change in situations where a strong company culture exists but can be improved upon
- Experience leading Human Resources in a growth-based company
- A track record of building HR systems and tools. Must have experience with a company that has an excellent HR function
- A track record of developing talent at all levels for a growing company
- At least 5 years of experience in senior HR role for a with company operations in restaurant or retail
- Understanding of how to get things accomplished without creating large staff or huge organization
- A demonstrated track record of working in a growth environment
- A bachelor's degree or equivalent education
- Working knowledge of benefit programs in a large field-based company

EDUCATION:

Bachelor's Degree or equivalent preferred

SALARY & BENEFITS:

A competitive Salary and Bonus will be commensurate with experience.

FOR POSITION REQUIREMENTS AND SPECIFICATIONS PLEASE CONTACT:

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