



**TITLE OF JOB: VP Human Resources**

**LOCATION: Southeast US**

**POSTED: July 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 teams regarding progressive discipline to ensure consistency and fairness

**REQUIREMENTS:**

- Demonstrated experience managing organizational change and improving company culture
- Experience leading Human Resources in a growth-based company
- A track record of building HR systems and tools with a company that has an excellent HR function
- Accomplished at developing talent at all levels for a growing company
- At least 5 years' experience in senior HR role for a company with operations in restaurant or retail
- Understanding of how to get things accomplished without creating large staff or huge organization
- A demonstrated track record working in a growth environment
- 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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