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# Example of Senior Director, Human Resources Job Description

Our company is looking to fill the role of senior director, human resources. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for senior director, human resources

* Leadership and oversight of labor relations strategy including administration of the Canyons collective bargaining agreement
* Oversee multiple direct reports across generalist and specialist functions
* Position reports to VP of Human Resource Operations and dotted line to COO of PC/Canyons
* Set the vision, strategy and tone for HR function key organizational platforms including structure, leadership, talent and culture
* Provide thoughtful leadership, coaching and counsel to senior business leaders in order to enhance organizational design and effectiveness, culture and talent capabilities
* Analyze, interpret and apply talent and performance metrics to help influence change and develop business strategies and solutions that will optimize talent and drive high performing teams
* Develop competency models as the framework for defined career paths
* Cultivate strong internal relationships with his/her peers within both the business and the function while acting as a strong and visible advocate for the people in the organization
* Facilitate discussions and offer constructive feedback between employees and managers
* Implement the overall instructional design strategy the move towards a new learning paradigm focused on social and informal learning, embedding of the 70/20/10 model and use of new technology (gamification, mobile learning, MOOCs, wikis )

## Qualifications for senior director, human resources

* Experience within a highly respected company with a track record of developing collaborative relationships with top levels of management and an understanding of what it takes to drive a truly innovative culture
* Ability to communicate and act with a high level of passion and enthusiasm, and be energized by the opportunity to drive HR programs with a creative and fun approach consistent with G/O Digital’s core values
* Relevant expertise in succession planning and talent management across all levels of the organization
* Previous experience managing change and uncertainty with an organization experiencing explosive growth while showing the ability to anticipate and respond to future changes and opportunities
* High energy level and a positive attitude
* Focus on results people with sound judgment ability to balance other business considerations