



## Example of Director, HR Business Partner Job Description

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

### Responsibilities for director, HR business partner

- Partner with managers and VPs on managing HR programs such as performance management, compensation programs and management development
- Develop a talent acquisition strategy that supports the growth and acquisition of needed skills
- Own the entire talent acquisition process encompassing headcount approvals, requisition upload on the ATS, sourcing, interviewing, offers and helping to close
- Provide hands on talent acquisition leadership to identify, hire and on board the best in class talent
- Establish, report and maintain metrics that measure effectiveness of talent acquisition programs
- Develop and foster meaningful relationships with key business leaders and gain a comprehensive understanding of the various team dynamics, leadership styles, employee profiles, department structure and functions, OKRs (Objectives and Key Results)
- Partner with the district/regional leadership team to determine needs for the associates ensuring alignment with corporate direction, strategic initiatives and Human Resources best practices
- Drive support for stores and district/regional leadership as needed with all Human Resources-related functions (e.g., unemployment hearings, negative background checks, accommodations, leave of absence coordination, OSHA

- Key relationships with the Management teams of Cadreon Global, UM West Coast, MBIT Global, Magna, Reprise, MB Insights and Ansible
- Provide coaching, counseling, and guidance to the Leadership teams and the broader employee population

### **Qualifications for director, HR business partner**

- 15+ years of human resources leadership with exposure to an innovative business, one that continues to reinvent their business proposition
- Previous experience working with a financial services organization a plus
- Should possess the ability to quickly build trust and communicate effectively across all
- Business leaders in a matrix environment is required
- A demonstrable results orientation in combination with a laser focus on critical business
- Issues is required