



Example of Human Resources VP Job Description

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Our innovative and growing company is looking to fill the role of human resources VP. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don't fill all of the qualifications, you may still be considered depending on your level of experience.

Responsibilities for human resources VP

- Analyzes trends with people implications
- Works closely with the HR leaders for the other multi-national organizations Corporate Legal, Global Total Rewards, to ensure cross border/global issues are pro-actively addressed
- Local policy, guideline, template and program development and administration
- Developing and maintaining local documentation and materials
- Local employer branding in the marketplace and talent pipelining
- Participate in periodic business strategic planning and review cycles
- Proactively obtain, interpret and present metrics and analysis to business leaders to inform decisions (performance, attrition, hiring, vacancy, employee engagement/sensing, and other data)
- If applicable, work with the Regional VP of HR and the Labor Relations Center of Excellence to develop and implement facility labor strategies, support contract negotiations, grievance investigations
- Partner with hiring managers by providing input and guidance into the staffing process
- 10+ years of HR experience, preferably in a software or financial company

Qualifications for human resources VP

- 10+ years progressive experience in human resources management as a

- Experience in and demonstrated success in managing across organizations by using influence versus authority
- Ability to function as an internal coach to senior management, peers and others by helping them identify and resolve issues, encourage best-in-class management practices, anticipate internal organization issues, propose solutions, and represent the employee perspective
- Must possess strong leadership skills with a high degree of influence and persuasion to direct, inspire and develop a high performing team of human resource professionals in multiple locations
- Strong interpersonal and presentation skills are essential