



Example of Human Resources VP Job Description

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Our company is growing rapidly and is searching for experienced candidates for the position 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

- Broker the delivery of HR solutions through the Centers of Excellence (Talent Acquisition, Learning & Talent, Benefits and Operations)
- Develops and executes agile Talent Management Strategies in partnership with Global Talent Acquisition and Global Talent to ensure we are acquiring, unlocking and creating value for the business
- Work closely with Corporate Employee Relations function, focusing on bringing consistency and efficiency to global and regional ER initiatives and offer a country perspective
- Formulates and recommends human resources goals and objectives focused on establishing a high-performance culture that emphasizes quality, productivity, professional development, and the acquisition of a highly qualified workforce
- Develops and monitors the human resources policies and operating budget to support business goals and objectives
- Leads the organizational and workforce planning processes throughout the business, and makes recommendations to senior management
- Manages outside resources such as consultants, insurance brokers/insurance carriers, pension administrators, training specialists, and labor/employment counsel
- Visualize, direct, and maintain a leadership position which is proactive and strategic in delivering effective and value-added solutions to solve global business challenges

- Lead a team of 7 HR professionals both other HR professionals outside the US indirectly

Qualifications for human resources VP

- An undergraduate degree in Human Resources and / or Organizational Development, or related field from an accredited institution
- Understanding of human resource “world-class practices” and ability to translate to different environments
- Experience with directly influencing and positively affecting employees at all levels
- Adept communicator and presenter, willingness to take reasonable risk and challenge the status quo, proven record of acting proactively
- High standards of excellence and an unparalleled eye for talent
- Exposure to the related technical and legal aspects of HR