

SENIOR VICE PRESIDENT, HUMAN RESOURCES

THE COMPANY, COMPENSATION & LOCATION

Our client provides a diverse range of banking, financial and related services throughout the world. With a mid six figure salary and targeted bonus, this position is located in New York City and will report to the Executive Vice President, Finance & Administration

POSITION RESPONSIBILITIES/DIMENSIONS

This position will serve as the senior human resources executive and will have comprehensive accountabilities for operations in New York City as well as its new “not for profit” operation in White Plains, NY. Develop and maintain systems of recruitment and selection to attract and retain highly motivated and talented candidates to meet current and future needs. Upgrade the human resource function as part of the company’s effort to position itself as a leading financial services organization.

Work closely with the senior executive team and operating department heads to help ensure that each department operates efficiently to achieve its objectives and is consistent with the bank's core values, goals and operating philosophy. Develop and initiate plans and programs to reduce turnover and build employee retention. Direct and manage all activities pertaining to the integration of newly acquired operations. Establish relationships with management teams throughout the bank.

Lead human resource activities in the areas of hiring, training and development, compensation, benefits, performance evaluation etc., and recommend/implement strategies and plans for improving their effectiveness. Establish strong working relationships with members of the bank’s senior management to ensure that issues of common concern are surfaced and addressed in a timely, effective manner and that HR functions are perceived positively by their user groups.

Provide effective leadership in developing an appropriate culture, executive development, and reward systems so that there is a positive work environment, future leaders are developed, and compensation and benefit policies and practices support company goals. Develop and implement human resource functions, including compensation, benefits, Affirmative Action, ADA, employment and training. Through personal accomplishment and establishing effective relationships throughout the organization, elevate the perception of the human resource function so that it is recognized and valued for its contribution to the success of the bank.

Benefits and benefits administration - Medical and other insurance; pension plans, 401-K plans, etc. Management of workforce issues. Direct and lead involvement in all employee relations issues. Communications to employees, including company publications and newspapers. Review of organization structure, reporting relationships, communication programs and inter-departmental relationships and make recommendations for enhancement. Maintain and enhance the bank’s core values.

IDEAL CANDIDATE PROFILE

This position will be of interest to HR professionals who have been a strategic business partner, having implemented HR programs that have direct business relevancy. The ideal candidate will have a thorough grounding in all human resource disciplines through both experience and training.

Minimum of 15 years of significant experience preferably in the financial services arena where the person will have served as a primary agent of change. The candidate must be able to quickly assess the existing strengths and recommend a strategy for building on those strengths and lead the bank to higher levels of performance.

The ideal candidate will possess: Knowledge and experience in compensation and benefits, policy & procedure development, compliance, preventive labor relations and recruitment areas. Proven record of accomplishment in upgrading and enhancing a human resource function. Experience with a diverse workforce. An action orientation with the ability to implement and manage the human resource function as a full partner in the success of the company.

Ability and interest in expanding the traditional role of the human resource function to address broader organizational and work environment-related issues. Broad interests and knowledge beyond the workplace; an ability to deal on a personal level with people who are professionally and personally committed to achieving high levels of performance in a highly competitive marketplace. A strong leader with prior demonstrated experience and track record of accomplishment. Team orientation - "roll-up-the-sleeves" style. Must be seen as a champion of organizational culture and values. Confident, analytical orientation "observe and persuade" style.

Hands on experience in moving authority downward in an organization through appropriate team building efforts. Must possess strong negotiating, written and oral communication skills. An advocate of ideas and issues in a cooperative, non-bureaucratic fashion. An "influencer and catalyst for change."

Ability to successfully implement recommendations and deliver on project due dates. Apolitical. Superior intelligence. Enthusiastic. Non-threatening style. Promote ethical behavior within the organization and be the champion of the bank's core values. Must be viewed as a "knowledge source." Good listener and observer who can exert influence and be able to communicate and negotiate effectively with all levels of management.

Must possess self-confidence, flexibility, intellectual curiosity, creativity and good business judgment. Must be personable, sensitive, confidential, energetic, an interdisciplinary team leader and strategic thinker with good instincts. Pragmatic/problem solver. Self-directed and "street wise." Ability to establish trust and rapport at all levels of the organization. Candidate should have an undergraduate degree. An MBA or related advanced degree is preferred.