

Market Director of Human Resources

Description

As a strategic leader, the Market Director of Human Resources aligns business objectives with employees and management in designated markets and/or divisions. The Market Director of Human Resources serves as an evidence-based consultant to executive leadership related to organizational goals and strategy on Human Resource related issues, including but not limited to employee relations, labor relations, performance management, training, policy application organizational development, workforce planning, ADA interactive process and compensation. The Market Director of Human Resources will lead the design and integration of key strategic initiatives within their respective facilities. The Market Director of Human Resources will proactively communicate needs to the HR department, colleagues within the Centers of Expertise (CoE) and management. The Market Director of Human Resources seeks to develop integrated solutions and is a change agent and champion for new HR initiatives and programs. The Market Director of Human Resources formulates partnerships across the HR team and CoE to deliver value-added service to management and employees that reflect the strategic business objectives of CommonSpirit Health/MercyOne.

Responsibilities

Strategic Alignment – Partner with clients to understand and assess business direction based on MercyOne's & CommonSpirit Health's Strategic Plan. Create specific business plans in support of HR-related goals that will meet department needs, address weaknesses, capitalize on strengths, and take advantage of opportunities. Work with leadership to regularly interpret results and progress of HR related goals. Prepare presentations for respective client groups and follow up with leadership regarding the status and progress of their HR business plans.

Employee Relations – Partner with and serve as a resource to employees, management and Human Resources team to promote and maintain positive employee relations. Proactively identify, manage and facilitate the equitable resolution of job-related complaints and concerns.

Labor Relations – Provides direction and **support** to management regarding interpretation of policies and procedures and collective bargaining agreements. **Partners** with Employee/Labor Relations CoE in providing education and advice on proper documentation and/or legal requirements for performance improvement and termination process.

Performance and Leadership Coaching – Provides appropriate advice, feedback and **development** to improve the effectiveness of individual leaders and their team members. Provides guidance and advice addressing issues that pertain to engagement, performance management, employee relations, training and other areas of Human Resources. Serves as a thought partner to assigned clients. Focus on development, **collaboration** and assessments; coaches leaders and employees at all levels on a variety of topics such as management skills, conflict resolution and communications.

Culture – Integrate culture standards consistent with MercyOne/CommonSpirit

Hiring organization

Wimco Medical

Employment Type

Full-Time

Duration of employment

Indefinite

Industry

Healthcare / Health Services

Job Location

Khartoum

Base Salary

\$52.00

Date posted

June 13, 2020

Health's mission, vision and values into business unit/facility/market/division practices and processes to ensure all employees experience and engage in supporting the desired work culture. Understands and promulgates approaches that lead to a positive, **desired work culture**. Applies results of culture diagnostic tools, e.g., My Culture to help craft appropriate plans for addressing **culture development** needs identified in the business unit/facilities/markets/divisions served.

Centers of Expertise (CoE) Utilization: Collaborates with CoEs to support the accomplishment of business goals, objectives, and outcomes:

- Identifies business unit/facility/service line needs to CoE partners for program and resource solutions that support effective people management and operational performance.
- Assists CoE with the implementation of programs/initiatives to increase awareness and understanding by employees and leaders.
- Works with CoE partners to develop, implement, and improve processes for engagement and communication between the CoE and Business Partners that ensure the effective utilization of the CoEs on an ongoing basis

Qualifications

Minimum Qualifications

Required Education and Experience

Bachelor's Degree and minimum of 7 years HR leadership experience OR Master's Degree (With relevant experience; equivalent education and/or experience; experience through certifications.) HR experience should encompass generalist experience or at least 2 or more areas of specialty, e.g., compensation, benefits, employee/labor relations, talent acquisition, etc.

Required Licensure and Certifications

PHR, SPHR, SHRM-CP or SHRM-SCP preferred.

Required Minimum Knowledge, Skills, Abilities and Training

Demonstrated employee relations experience with a working knowledge of recruitment, training delivery, benefits and compensation theory/administration.