

**“This is a non-civil service position”**

**“WORK FOR THE CITY YOU LOVE”**

## **Deputy Director of Human Resources Operations**

The City of Baltimore is seeking a savvy, dynamic, highly skilled human resources professional to serve in the capacity of Deputy Director of Human Resources Operations for the Department of Human Resources (DHR). Reporting to the Director & Chief Human Capital Officer, this DHR senior leadership partner will assist in developing, implementing and steering contemporary and innovative human resources programs and initiatives surrounding a full-spectrum of human resources functions including recruitment, talent acquisition and retention; workforce planning; succession planning; employee relations; policy & compliance; classification and compensation; training and organizational development; performance management; shared services; employee benefits; and Human Resources Information Systems (HRIS).

The successful candidate will work with a large, diverse internal and external stakeholder base navigating and influencing through a myriad of Human Resources opportunities and challenges. This strategic thought leader must have a demonstrated ability to develop and execute large scale innovative and change initiatives in a large, complex enterprise; and have strong organizational skills with demonstrated competency in setting direction and influencing people/groups.

The role requires a significant body of knowledge that involves

- Aligning HR programs with organizational goals and strategies with a strong stakeholder service focus.
- Considerable professional human resources experience across multiple HR functional areas.
- Consulting expertise and negotiating skills in an evolving and rapid paced professional culture.
- Union and non-union experience.
- Effective application of human resources best practices, principles, concepts.
- Acumen in program and project management.
- Seamlessly managing multiple competing and shifting priorities.

Demonstrated ability to coach, train and influence diverse groups of HR professionals, and build and sustain professional business relationships. Excellent oral and written communication skills required. Thought leadership, conflict management and critical thinking skills essential, as well as ability to effectively problem solve, gather and analyze data, and make sound judgments.

Bachelor's/Master's degree from an accredited college or university in Human Resources Management, Organizational Development, Business or related field. 10-15 years progressively responsible human resources management experience, at least 5 of which are in key leadership role(s) in a large, complex, diverse enterprise. Human Resources Certification Institute and/or Society for Human Resources Management senior professional certification(s) required or must be obtained within 12 months of employment commencement.

Salary negotiable and commensurate with experience and qualifications. Qualified applicants are encouraged to apply. Resume and letter of interest including salary history and requirements should be addressed to the Director & Chief Human Capital Officer and must be submitted through <https://www.governmentjobs.com/careers/baltimorecity?page=2>. Candidate finalist must successfully pass a criminal background investigation check and drug/alcohol screenings.

No phone calls, please.

EOE/M/F/D/V TTY: 711