

*****POSITION LOCATED IN NEW ORLEANS, LA*****



Position: Director of Human Resources
Organization: SBP, Inc.
Reports to: CEO

About SBP

SBP, Inc. (formerly, St. Bernard Project) is an award-winning, innovative nonprofit organization that shrinks the time between disaster and recovery. A leader in volunteer-driven, post-disaster rebuilding; SBP educates, advocates and improves the disaster recovery sector so that we can collectively achieve more for communities. With a team of 50 staff and 180 AmeriCorps members, SBP has rebuilt more than 1,170 homes across 7 states and shared best practices with many more.

SBP's vision is to embrace constant improvement, community-wide collaboration, and clear benchmarks to reduce human suffering caused by the tolls of delay in recovery. By pairing resilience training with recovery operations, we strive to reduce the need for our rebuilding services over time by increasing preparedness among vulnerable communities.

SBP encourages individuals that are hungry for change and eager to innovate to join our team so that we can change the future of disaster recovery together.

Overview

The Director of Human Resources role is a unique opportunity for an individual interested in driving the development of a high-performing culture for a rapidly expanding, national nonprofit. The Director of Human Resources will ensure that SBP invests in our best assets - our people - and embraces constant improvement and innovation to recruit, onboard, train, develop, and support our team. The Director of Human Resources will be a member of the Senior Leadership team and work within this team to make strategic decisions that result in the success of Human Resources functions, the AmeriCorps Program, and the continued growth of the organization.

The Director of Human Resources manages a department of AmeriCorps & Human Resources staff that are based across SBP's affiliates and deliver strategies to achieve departmental and affiliate objectives.

Responsibilities

Culture:

- Serves as the champion in developing a culture focused on mission, leadership, accountability, innovation, results, and kindness across our network of affiliates.
- Fosters a workplace culture and environment that positions team members for success and makes SBP a great place to work and serve.

Talent Development:

- Leads a responsive talent development program that fosters a high-performing team.
- Develops a pipeline of internal and external talent to position SBP for continued growth and success.
- Develops tactics to retain high performing team members and develop them for higher level positions.

Recruitment & Retention:

- Develops, implements and constantly improves upon a recruitment strategy that positions SBP to

meet all hiring goals and timelines.

- Oversees and analyzes interview processes to ensure the selection of high quality candidates.
- Reviews compensation and hiring tactics so that SBP remains competitive for talented applicants.
- Develops comprehensive, culturally-rich new hire onboarding and training practices to ensure new hires succeed in SBP's workplace and within their role.

Optimization & Strategic Planning:

- Develops the strategic Human Resources and AmeriCorps Program vision and strategy to achieve the organization's goals and objectives.
- Leads organizational design strategy and manages organizational change in partnership with the Senior Leadership team.
- Identifies methods for SBP to work smarter and more effectively.

Compliance & Benefits Administration:

- Oversees competitive compensation and benefits programs that provide motivation, incentive and rewards for achieving results; continually assesses the competitiveness and execution of these programs.
- Ensures compliance with all federal, state and local labor, employment and benefits rules and regulations.
- Acts as primary point of contact for all employment-related legal matters, investigations or grievances; reporting to the CEO as appropriate.
- Automates and optimizes systems, process and workflows for payroll, benefits administration and employee administration.

Requirements

- A Bachelor's degree is required; a Master's degree is preferred.
- 7+ years of professional human resources experience.
- PHR or SPHR certification is required.
- Strong working knowledge of employment laws including EEO, Affirmative Action, FMLA, ADA, etc, as well as emerging trends in human resource practices.
- Must possess a high degree of emotional intelligence.
- Must have experience managing, coaching and mentoring.
- Must believe in an organization focused on a culture of high-performance, meritocracy, collaboration, results, and transparency.
- Must have demonstrated proficiency with applicable laws/regulations and management theories, including policy/procedure development.

Salary

Salary is commensurate with experience. Company provides paid time off and employer-paid health coverage.

To Apply

Please email your resume, cover letter, 3 professional references, and salary history / requirements to hrdirector@sbpusa.org

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SBP is an equal opportunity employer and adheres to all applicable city, state and federal laws regarding equal employment opportunity and hiring practices.

All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.