



Fayetteville

North Carolina



Invites your interest in the position of
**Human Resources Development
Director**



The City of Fayetteville, NC is seeking an innovative and visionary **change agent** to be their next **Human Resource Development (HRD) Director**. The next City of Fayetteville HRD Director must have extensive knowledge of best practices and have the ability to craft and implement strategies for the City to meet its goals of becoming an employer of choice in the region and the state and ensuring that the City workforce reflects the community it serves at all levels. The successful candidate will have a track record of leading a transformation of human resource management practices and be adept at developing systems that empower City departments to make sound and data-driven HR decisions. The HRD Director will be part of the executive team providing leadership and oversight to develop and carry out the goals of the organization.

About The Community

The City of Fayetteville (pop. 209,098), is the 6th largest city in North Carolina, whose motto is “History, Heroes and a Hometown Feeling,” has been recognized as the most innovative city in the nation (read article [here](#)), and is a two-time All-America City award winner. Fayetteville offers the amenities of a sizable city, including numerous historic sites, seven museums, three colleges and universities, multiple entertainment venues, a historic downtown and award-winning golf courses.

Fayetteville is the County Seat for Cumberland County (pop. 326,328) seat and one of nine municipalities within the county. Cumberland County is home to Fort Bragg, one of the largest military installations in the world and headquarters for U.S. Army Forces Command, XVIII Airborne Corps, 82nd Airborne Division, U.S. Army Reserve Command and U.S. Army Special Operations Command. The post has an active duty population of over 51,000 troops. The strong military presence offers significant economic development potential, as well as opportunities for additional economic diversification.

One of Fayetteville’s greatest assets is its thriving arts and cultural community. Theatre, symphony orchestras, and museums for adults and children are available, including the Airborne and Special Operations Museum. A variety of festivals and special events are held throughout the year and the area is also home to the Fayetteville Marksmen hockey team and the Fayetteville SwampDogs, a summer collegiate baseball team. The City of Fayetteville has built a minor league baseball stadium and event venue in the downtown district. The Fayetteville Woodpeckers, a Houston Astros affiliate, opened their inaugural season in the spring of 2019.

Located in North Carolina's Sandhills region, Fayetteville and the surrounding counties include scenic rivers, lakes and other recreation areas, as well as world-renowned golf courses that host major tournaments. Fayetteville is two hours from the North Carolina coast and four hours from the Great Smoky Mountains and the Blue Ridge Parkway. Residents enjoy a pleasant climate with distinct seasons.

About the Organization, Department, and Position:

The City of Fayetteville operates under a Council/Manager form of government. The City has approximately 1,880 employees working across 19 departments. The City is not just seeking a sound customer-service approach to HR, but one that is designed around the customer needs, while increasing inclusion, engagement and reducing legal liability. Thus, outstanding change management and technology skills are essential. More information about the services provided by the City of Fayetteville can be found at <https://fayettevillenc.gov/>

The HRD Director reports to an Assistant City Manager and oversees an operating budget of \$2M, and a health care fund of \$19M with 18 HR staff providing services in nine HR function areas: recruitment and selection, classification and compensation, benefits, organizational development and training, performance management, compliance and records management, employee relations, employee recognition and appreciation and safety. The Department currently uses a centralized system with a mixture of individual specialists and generalists. Given that staff can effectively carry out the compliance and transaction functions of HR, the focus of the HRD Director is to transform the Department into a strategic operation that supports the desired goal of becoming an "employer of choice."

Qualifications:

A minimum of a bachelor's degree in Human Resources, Public Administration, or related field from an accredited institution, and eight years' progressive experience in human resources, which must include five years of administrative and supervisory experience. Preference given to prior experience as a director, assistant director of HR, or division manager of HR functions. A master's degree is *strongly* preferred along with HR certification (SPHR, SHRM-SCP, IPMA-HR SCP).

Learn more about the Community by taking this [video tour](http://www.elocallink.tv/m/v/player.php?pid=Q4zNN9a3&fp=ncfayewel_rev4_iwd):

(http://www.elocallink.tv/m/v/player.php?pid=Q4zNN9a3&fp=ncfayewel_rev4_iwd)



Key priorities, among others, for the next HRD Director will be:

- assessing department needs to ensure outstanding HRD customer service outcomes that lead to win-win solutions that meet compliance requirements while fostering innovation and engagement;
- strategically evaluating the City's training and development needs to create initiatives that ensure effective employee development, engagement, retention, and succession planning;
- developing a comprehensive and engaging onboarding system, identifying best practices and ensuring the revision/ development of a system that is consistently applied;
- initiating a review of the performance evaluation system, identifying best practices and ensuring the revision/ development of a system that is consistently applied;
- conducting an evaluation and making recommendations about compensation policy and practices to ensure a plan that both attracts and retains outstanding staff; and,
- evaluating benefit plans in light of self-insurance options to ensure they are competitive and retain staff in order to stem turnover in a low unemployment economy.

The Successful Candidate is:

- one who sees HR as a strategic function that impacts the employee experience from recruitment to retirement, moving beyond the day to day transactions of managing a large workforce;
- knowledgeable of best practices and trends, with significant breadth in the HR competency areas of recruitment and selection, benefits, classification and compensation, risk assessment, health, safety and wellness programs, employee training and development, diversity initiatives and performance management;
- experienced in leading equity and inclusion initiatives;
- confident and skilled in leading investigations related to employee relations matters and workplace incidents, then providing appropriate guidance to staff to resolve conflicts or disciplinary matters;
- a tech-savvy innovator who will be actively engaged in ensuring the most effective use of current technology solutions while evaluating ways that make HR services more convenient for employees and supervisors;
- well-experienced in applying solutions to enhance efficiency, transparency and effective decentralization;
- an effective communicator who builds relationships and trust by routinely reaching out to employees and other key stakeholders;
- a results-oriented leader who can effectively incorporate the input of multiple stakeholders to deliver collaborative solutions;
- a champion for employees regardless of department, tenure or position; and,
- an empowering leader who advocates for resources needed for delivering a cohesive HR vision throughout the City while working with groups and individuals to carry out the vision.

Employer Offered Benefits

Health Insurance

Dental Insurance

Paid Vacation

Paid Holidays

Sick / Funeral Leave

Local Government Retirement System

Deferred Compensation Plans

- 401(k) Supplemental Retirement Income Plan
- ICMA 457 Plan

Cafeteria Plan / Supplemental Benefits

(offered at employee's expense through payroll deduction)

- Term Life Insurance (Pre-tax basis first \$50,000 for employees)
- Dependent Term Life Insurance
- Critical Illness Insurance
- Universal Life Insurance
- Vision Insurance (Pre-tax basis)
- Disability Insurance
- Healthcare and Dependent Care Reimbursement Account (Pre-tax basis)

Death Benefit

Pay Periods/Direct Deposit

Employee Assistance Program

Salary and Benefits: The hiring range is \$110,000-140,000. Base salary and compensation are negotiable based on experience and qualifications. The City offers a comprehensive benefits package. Residency within City limits is required.

To confidentially apply for this position, please go to <http://www.developmentalassociates.com> and click on the **Human Resources Director – Fayetteville, NC** link on the left side of the home page. All applications must be submitted online through the Developmental Associates application portal, **not the City's application site**. Please note that it is not sufficient to submit only a resume though resumes and cover letters should be uploaded to the portal. *All inquiries* should be emailed to hring@developmentalassociates.com. The application review begins April 5, 2020 and onsite skill evaluations and interviews will be held in Fayetteville for selected finalists May 18-19, 2020. We encourage all applicants to hold these dates should they be invited to participate. The City of Fayetteville is an Equal Opportunity Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.

