

Position Specification



Position: Vice President Human Resources
Reports To: Chief Executive Officer
Direct Reports: Human Resources Organization
Location: Dallas, TX

Client Organization Overview: Based in the North Dallas area, our privately owned and profitable Client, is one of the fastest growing companies in medicine and the leading healthcare efficiency solutions company, providing unmatched excellence in clinical services to physicians, hospitals and other healthcare facilities. They possess robust in-house data analytics capabilities, that provide actionable information to inform the right treatment decisions for each patient at the right time. They possess the unique ability to attract the best clinicians and professionals that helps transform the healthcare landscape to align physicians with payors and improve patient outcomes. The Client has several years of combined experience in revenue cycle services, practice management, and healthcare contracting. A dynamic and strategic oriented executive team has been assembled to direct the vision and mission of the Client company and maintains the proven capabilities to support and guide their partners through the ever-changing healthcare landscape. The Client company has 400 employees in over 300 facilities, spanning across 24 states. This fast-paced company supports a high annual caseload of 28,000+ inclusive of multiple specialties.

Position Summary: The Vice President Human Resources plans, organizes and directs the traditional human resources functions and oversees the enterprise of diversity/inclusion engagement and talent management. The mission of the role is to establish a comprehensive HR strategy that meets the short-and-long term goals of the organization. This strategy will also drive an exceptional candidate experience and support a strong company brand. This key role will have oversight for establishing human capital/people practices that will position the organization as an employer of choice. The role will include the interpretation and administration of human resources policies and related governmental regulations. The VPHR also provides the strategy and leadership for all matters involving employees and change/cultural management aspects and most importantly the organization's greatest asset...its people...to be the absolute best in serving the enterprise network it supports. The client seeks a dynamic and forward-thinking HR Leader, that applies creativity and business acumen to build and execute the Client's strategy. As a collaborative leadership team player, the successful candidate will partner across the business enterprise and the HR colleagues reporting to the role, to identify gaps and opportunities, create a comprehensive HR strategy and establish enterprise efforts to help grow the company and brand.

Responsibilities:

- › Leads, develops and mentors the human resources team, such that all relevant human resources laws and regulations are well adhered to and employee policies are followed.
- › Utilizes the latest tools and techniques from the industry to promote, redefine, and implement a performance evaluation system that enables the highest standards of accountability and execution towards patient and client-centered care.
- › Effectively coaches and counsels the wide array of staff from the diverse staff which constitute the organization.
- › Drives effective leader, manager, supervisor, and employee communication and engagement initiatives.
- › Consistently analyzes trends and indicators from both the workforce within and the market outside to create and nurture a total-rewards (compensation/benefit) design structure which enables the highest possible workforce retention and quality recruitment program.
- › Contributes to the development of the organization's business plan, and upon creation, assures implementation through overseeing/directing the many human capital components involved in the process.
- › Partners/works closely with all supervisors throughout the organization to empower their professional growth, critical thinking, interpersonal skills, and problem solving.
- › Identifies best practices for accountability and appropriate reporting metrics that support business goals/objectives from a human resources perspective.
- › Implements and coordinates effective employee management systems, processes and standards in accordance with business strategies and in accordance with federal, state, and local regulatory requirements.
- › Leads the embedding process of the organization's corporate vision and mission into the enterprise wide human capital arena.

Qualifications/Desired Experience:

- › Bachelor's degree (advanced degree preferred) and at least 15 years of strategic human resources leadership experience within the medical/healthcare solutions and or technology industrial sector. Must have experience working within a "high growth" type of organization undergoing rapid growth and change.
- › Possess cultural transformation experience with a proven ability to measure results (via metrics/analytics). Drives desired culture.
- › Experience with Merger & Acquisition integration processes, as the company continues to expand.
- › Experience in conducting Strategic Talent Audits and program implementation of Risk Mitigation processes.
- › Possess HR leadership multi-state and remote location experience.
- › Possess proven experience and ability to drive and implement successful programs that have increased employee engagement process. Must be able to articulate and substantiate how this process was conducted/completed.
- › Experience implementing organizational change with strong judgment, problem solving and decision-making skills. Decisive Leadership abilities.

- › Visionary leader with proven ability to create and implement successful human resources and talent development strategies.
- › Be perceived as a Strategic Partner and Thought Leader.
- › Inspirational and motivates others.
- › Comfortable working for/with an Entrepreneurial company with limited structure. This initially will be a very “hands on” role that will require agility and great flexibility. At the same time, candidates must be capable of strategic oversight. So, comfort working at both the tactical and strategic levels is imperative.
- › Operates with a strong sense of urgency.
- › Displays high integrity and honesty.
- › Self-motivated, independent minded, strong self-awareness.
- › Possess strong Critical Thinking, Emotional Intelligence and High Influential skills.
- › Must be resilient, possess good level of confidence and not easily intimidated.
- › Fact Based/Data/Metrics/Analytics driven and possess a strong Operational Focus. Must be Methodical and Pragmatic.
- › Capable of effectively operating at High Strategic level and experience in successfully collaborating with the CEO for the vision and implementation of needed Human Capital/Human Resources programs.
- › Strong Conflict Resolution Skills.
- › Accustomed to operating in a fast moving, expanding and ever-changing work environment.
- › Embraces and executes a coaching mentality that fosters the best in people.
- › Possess a constant curiosity and not afraid to challenge assumptions, in a respective manner.
- › Proficient in quickly building credibility, relationships and working collaboratively with stakeholders to improve employee and operational performance.
- › Strong customer service orientation with the ability to manage multiple projects and identify opportunities for change and flexibility in a regulatory environment.
- › Superior ability to multitask and remain organized.
- › Ability to manage with sensitivity, to a diverse workplace by fostering and creating an environment that respects individual differences and enables all employees to develop and contribute to their full potential.
- › Exceptional interpersonal, presentation, negotiation and verbal/written communication skills.
- › Comfortable with ambiguity and understanding of nuance and “dealing well with grey” situations. Must be able to navigate ambiguity.
- › Must be able to operate both tactically (“hands on”) and strategically and be capable of supporting the development of a compelling people and engagement strategy.
- › Possess political savvy, patience and a progressive mindset.
- › Experience and or strong understanding of Self-Insured employer elements (as client may be moving to that type of process).
- › Experience in HR Vendor Negotiation process (Employee Benefits, etc.).
- › From the HR Technical Skill perspective, must possess strong expertise in the following areas:

- HR Strategist
- Compensation/Benefits
- Employment Law & Compliance
- Multistate HR Experience
- Talent Assessment & Development
- Employee Communications
- Risk Management
- Performance Management
- Recruiting
- Rewards/Recognition
- Employee Relations

The Client organization provides a competitive compensation structure, including base salary, incentive bonus plan and benefits program.

Please address candidate inquiries to:

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Career Management Partners (CMP)

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