

Associate Vice President, Human Resources
Saint Leo University

Direct Link: <https://www.AcademicKeys.com/r?job=121955>

Downloaded On: Jul. 19, 2019 7:26am

Posted Apr. 9, 2019, set to expire Aug. 9, 2019

Job Title Associate Vice President, Human Resources
Department Human Resources
Institution Saint Leo University
St. Leo, Florida

Date Posted Apr. 9, 2019

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Associate Vice-(Provost/Chancellor)
Vice-(President/Provost/Chancellor)

Academic Field(s) Human Resources
Administration - General
Senior Administration

Apply Online Here <https://acesrch.applicantstack.com/x/detail/a21esjy44ejw>

Apply By Email

Job Description

Associate Vice President, Human Resources
Saint Leo University

Academic Career & Executive Search is pleased to assist Saint Leo University in their search for an Associate Vice President, Human Resources.

The Associate Vice President serves as the chief human resources officer and offers a rewarding opportunity to join a university poised for growth. The successful candidate is a dynamic, solutions driven human resources professional adept at skillfully leading through change and growth to serve in this highly visible role.

Associate Vice President, Human Resources Saint Leo University

Direct Link: <https://www.AcademicKeys.com/r?job=121955>

Downloaded On: Jul. 19, 2019 7:26am

Posted Apr. 9, 2019, set to expire Aug. 9, 2019

This is a critical role in the institution providing strategic and transformational leadership in the planning, development, and implementation of quality-based integrated human resource programs and services. The AVP, HR will also be responsible for the strategic human resource planning to provide the organization with the best people talent available and to position the organization as the employer of choice through awareness of policies, practices and trends within the industry. The AVP, HR reports directly to the Vice President, Business Affairs/ CFO. The position oversees 21 full and part time staff.

This position offers a generous compensation and benefits package.

Duties and Tasks:

Plans, develops, organizes, implements, directs and evaluates the organization's human resource function and performance.

Provides strategic leadership in the planning, development, and implementation of quality-based integrated human resource programs and services, including but not limited to: appointments, classification, faculty and staff recruitment, benefits, leave, retirement, compensation, personnel records maintenance, employee relations, organizational development, training, and collective bargaining for all certified units consistent with the University's vision, mission, and values.

Collaborates with the President and the President's cabinet and constituents at all levels of the institution building and fostering strong relationships to translate the goals and initiatives of the university into Human Resource strategic and operational plans.

Builds, motivates, and retains a strong, results oriented and respected Human Resource department and culture that is proactive, operationally excellent and viewed by the university to be collaborative, fundamentally fair and equitable, effective, supportive, thorough, efficient, and innovative.

Evaluates and advises on the impact of long-range planning of new programs/strategies and regulatory action as those items affect the attraction, motivation, development and retention of the people resources of the organization.

Develops programs to allow the organization to support diversity in employees.

Develops human resource planning models to identify competency, knowledge and talent gaps and develop specific programs to fill the identified gaps. Areas of activity will include talent management through proper succession planning programs for key contributor and management positions, training and development programs for preparing employees for more significant responsibilities, and general business development programs to enhance employee knowledge and understanding of the business of the company and the software industry.

Works closely with the UTS department to manage HCM, Talent and Learning functionality of Workday. Full list of duties available upon request.

Requirements:

Master's degree from an accredited institution in a job-related field

Associate Vice President, Human Resources Saint Leo University

Direct Link: <https://www.AcademicKeys.com/r?job=121955>

Downloaded On: Jul. 19, 2019 7:26am

Posted Apr. 9, 2019, set to expire Aug. 9, 2019

Minimum of seven years human resources experience and three years progressive broad-based human resources management experience

Knowledge of university regulations, policies, and procedures

Knowledge of all functional areas in human resources such as recruiting; position analysis and classification; compensation; benefits; training and organizational development; performance management; employee relations; HR information systems and data management

Effective leadership, supervisory and transformational skills

Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources

Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects

Current on latest trends and practices

Preferred:

Experience working in higher education

Experience working in multi-campus or system university settings

SPHR certification and/or active professional memberships

Experience with geographically diverse workforce

About Saint Leo University:

As the oldest Catholic higher education institution in Florida and one of the top universities in Central Florida, Saint Leo University has a century-long tradition of welcoming students of all faiths. Total enrollment across the central Florida campus, 35-plus regional locations, and online programs is nearly 15,000. Their liberal arts campus located 30 miles north of Tampa educates over 2,200 students. The University offers over 50 undergraduate degrees, programs and endorsements as well as master's, doctoral and certificate programs in the College of Arts & Sciences, College of Business, and College of Education & Social Services.

U.S. News & World Report, "America's Best Colleges" consistently ranks St. Leo University as one of the top universities in the South. Diverse Issues in Higher Education ranks Saint Leo among its Top 100 institutions graduating minority students with baccalaureate degrees.

Living in the Area:

St. Leo is a quaint town located 30 miles from the metropolitan area of Tampa, St. Petersburg, and Clearwater, all of which surround Tampa Bay. Incorporated in 1891, the town set on the southern shore of Lake Jovita still has a strong Catholic influence as the home of Saint Leo University and two Benedictine monasteries.

Associate Vice President, Human Resources
Saint Leo University

Direct Link: <https://www.AcademicKeys.com/r?job=121955>

Downloaded On: Jul. 19, 2019 7:26am

Posted Apr. 9, 2019, set to expire Aug. 9, 2019

Nearby the Residents of the Tampa Bay area enjoy both a laid-back beach lifestyle and the amenities of a large metropolitan area, including professional sports teams, interesting museums, galleries and an array of entertainment and dining options. The Tampa Bay metro area is a sprawling and diverse region that encompasses three cities - Tampa, St. Petersburg and Clearwater - each with a distinct personality.

Application Instructions:

Applications will be reviewed as they are received and should include a cover letter and CV. You may apply directly at: <https://acesrch.applicantstack.com/x/detail/a21esjy44ejw>

Inquiries, referrals and nominations are treated confidentially and can be sent to: Jennifer Muller, Academic Career & Executive Search at Jennifer@ACESrch.com.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact