

Executive Director of Talent and Culture, University  
Advancement  
University at Buffalo

Direct Link: <https://www.AcademicKeys.com/r?job=263382>

Downloaded On: Oct. 3, 2025 4:07pm

Posted Oct. 3, 2025, set to expire Oct. 31, 2025

<b>Job Title</b>	Executive Director of Talent and Culture, University Advancement
<b>Department</b>	University Advancement
<b>Institution</b>	University at Buffalo Buffalo, New York
<b>Date Posted</b>	Oct. 3, 2025
<b>Application Deadline</b>	10/31/2025
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Director/Manager
<b>Academic Field(s)</b>	Human Resources Development/Institutional Advancement
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**Job Description**

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**Executive Director of Talent and Culture, University Advancement**

**Position Information**

**Position Title:** Executive Director of Talent and Culture, University Advancement

**Department:** University Advancement

**Posting Link:** <https://www.ubjobs.buffalo.edu/postings/59392>

**Job Type:**

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Full-Time

## Posting Detail Information

### Position Summary

**The University at Buffalo (UB)**, New York's flagship and a top-ranked public university, seeks an inaugural **Executive Director of Talent and Culture** to lead people and culture strategy within **University Advancement (UA)**. Reporting to the Vice President for University Advancement, this strategic leader will design and drive programs that **attract, develop, and retain top advancement talent**, ensuring a culture of inclusion, engagement, and excellence.

In this role, you will:

Serve as the architect of UAs **talent and culture strategy**, aligning practices with UB's mission and values.

- Lead **workforce planning, recruitment, and professional development** initiatives to build a high-performing team.
- Champion a culture of **collaboration, innovation, and belonging** through engagement programs and inclusive practices.
- Oversee **employee lifecycle management** and deliver leadership development and training opportunities.
- Supervise and mentor a dedicated team to advance UB Advancement's vision of being an **employer of choice**.

At UB Advancement, your work will shape the experience of those shaping the future—our alumni, donors, and partners. **Join a dynamic team where your leadership will make a lasting impact.**

### Division of University Advancement

At the University at Buffalo, our Division of University Advancement plays a pivotal role in advancing our mission. With the historic \$1 Billion Boldly Buffalo campaign recently concluded in June 2024, where more than 80,000 alumni and donors generously contributed, were on the cusp of greatness. Our goal? To propel UB into the top 25 of national public research universities within the next decade. As part of our team, you'll build strong connections with alumni and donors worldwide, shaping the future of our institution. Join us and be part of a team that changes the world!

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*Learn more:*

- Our [benefits](#), where we prioritize your well-being and success to enhance every aspect of your life.
- Being a part of the [University at Buffalo community](#).

**Minimum Qualifications**

- Bachelors degree in human resources, business administration, organizational development, or a related field.
- A minimum of five years of progressively responsible experience in human resources, talent management, or organizational development within a complex organization.
- Proven ability to design and implement strategies that improve organizational effectiveness and employee engagement.
- Demonstrated success in workforce planning, leadership development, and performance management.
- Strong interpersonal, communication, and presentation skills with the ability to build trust and credibility at all organizational levels.
- Commitment to inclusion and belonging in the workplace.

**Preferred Qualifications**

**Physical Demands**

**Salary Range**

\$77,346 - \$85,000

**Special Instructions Summary**

**Is a background check required for this posting?**

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No

**Contact Information**

**Contact's Name:** Judith Mackey

**Contact's Pronouns:**

**Contact's Title:** Human Resources Officer

**Contact's Email:** [jmackey@buffalo.edu](mailto:jmackey@buffalo.edu)

**Contact's Phone:** (716) 645-1526

**Posting Dates**

**Posted:** 10/02/2025

**Deadline for Applicants:**

**Date to be filled:** 11/03/2025

**Contact Information**

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

**Contact**

N/A

University at Buffalo

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