



ABC of NC

Director of Human Resources

This position reports to:

Executive Director

The following positions report to this position:

HR and Facilities Manager

Benefit Level: 3

Classification: Exempt

Plans, leads, directs, develops, and coordinates the policies, activities, and staff of the Human Resources (HR) department, ensuring legal compliance and implementation of the organization's mission and talent strategy.

Duties/Responsibilities:

- Supervisory Responsibilities:
 - Recruits, interviews, hires, and trains new staff in the department.
 - Oversees the daily workflow of the department.
 - Provides constructive and timely performance evaluations.
 - Handles discipline and termination of employees in accordance with company policy.
- Collaborates with senior leadership to understand the organization's goals and strategy related to staffing, recruiting, and retention.
- Plans, leads, develops, coordinates, and implements policies, processes, training, initiatives, and surveys to support the organization's human resource compliance and strategy needs.
- Administers or oversees the administration of human resource programs including, but not limited to, compensation, benefits, and leave; diversity, equity, inclusion, and belonging (DEIB); disciplinary matters; disputes and investigations; performance and talent management; productivity, recognition, and morale; occupational health and safety; and training and development.
- Identifies staffing and recruiting needs; develops and executes best practices for hiring and talent management.
- Conducts research and analysis of organizational trends including review of reports and metrics from the organization's human resource information system (HRIS) or talent management system.
- Monitors and ensures the organization's compliance with federal, state, and local employment laws and regulations, and recommends best practices; reviews and modifies policies and practices to maintain compliance.
- Maintains knowledge of trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law; applies this knowledge to communicate changes in policy, practice, and resources to upper management.

- Develops and implements departmental budget.
- Facilitates professional development, training, and certification activities for HR staff.
- Performs other duties as required.

Required Skills/Abilities:

- Excellent verbal and written communication skills.
- Excellent interpersonal and negotiation skills.
- Excellent organizational skills and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Strong analytical and problem-solving skills.
- Strong supervisory and leadership skills.
- Ability to adapt to the needs of the organization and employees.
- Ability to prioritize tasks and to delegate them when appropriate.
- Thorough knowledge of employment-related laws and regulations.
- Knowledgeable about diversity, equity, inclusion, and belonging.
- Proficient with Microsoft Office Suite or related software.
- Proficiency with or the ability to quickly learn the organization’s HRIS and talent management systems.
- Pass a criminal background check

Education and Experience:

- Bachelor’s degree in Human Resources, Business Administration, or related field required; Master’s degree preferred.
- At least five years of human resource management experience required.
- SHRM-CP or SHRM-SCP highly preferred.

Essential Functions:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift 15 pounds at times.

Access

May not access confidential client educational or therapeutic records.

Job Description Acknowledgement

I have received, reviewed, and fully understand the job description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

Employee Name (print)

Title

Employee Signature

Date

Supervisor Name (print)

Title

Supervisor Signature

Date