ADMINISTRATIVE POSITION ANNOUNCEMENT

TITLE OF POSITION/RANK: Chief Human Resources Officer

DEPARTMENT/PROGRAM: Office of the Sr. Vice President, Chief Financial Officer and Treasurer

RESPONSIBILITIES:

- The CHRO is responsible for the development and implementation of human resource policies and practices that advance the core educational, operational, and administrative objectives of the university.
- Responsible for providing overall strategic leadership for Human Resources in support of Fordham University’s mission, it’s Jesuit, Catholic tradition, and its long-term strategic goals.
- Working collaboratively with leaders across campuses, the CHRO will oversee an effective, innovative, and responsive human resources operation and will promote a high-performing, diverse, and productive culture that attracts, develops, and retains top talent.
- Oversee the delivery of HR services, provide strategic advice and support to campus leadership, and oversee daily operations, including benefits design and administration; HR information systems; and labor and employee relations.
- Provide strategic and organizational consultation and guidance to senior administrators and institutional leaders and managers on human resource issues, as well as leadership and overall direction for human resource planning and administration for the entire university.
- S/he will supervise the transformation of the talent recruitment and management process at Fordham, including leading efforts to develop university-wide compensation structures that are equitable and competitive; spearheading talent acquisition strategies including state-of-the-art onboarding and professional development initiatives; and collaborating to evaluate and restructure staffing across the university to maximize expertise, effectiveness, and efficiency.

QUALIFICATIONS:

- A bachelor’s degree is required, and a master’s or other advanced degree is preferred. Also required is a minimum of 10 years of progressively responsible human resources management and leadership experience, with significant time spent at the senior management or executive level, preferably in an academic setting at a similarly complex institution.
- The successful candidate will have extensive human resources leadership experience at an executive level.
- The candidate must also have demonstrated success and knowledge of current human resources best practices, extensive experience in organizational behavior, employee relations, compensation, benefits and employee development, a commitment to diversity, a record of success in managing organizational change, talent recruitment, development and retention; the ability to foster innovative and creative problem solving, strong listening and communication skills, a presence that engenders trust, confidence and respect, and the ability to lead by influence and example.

The full position description is available here: http://neumannsearch.com/fordham-university-chief-human-resources-officer/

SALARY: Commensurate with experience

STARTING DATE: TBD

SEND LETTER & RESUME: Please send applications (resume and letter of interest) to Elizabeth Neumann and Amy Sugin, Neumann Executive Search Partners at FordhamCHRO@neumannsearch.com

Fordham University is committed to excellence through diversity and welcomes candidates of all backgrounds. Fordham is an Equal Opportunity Employer.