



Vice President of Human Resources recruitment announcement

We're not looking for your typical HR executive.

We're looking for a big-picture thinker and strategic leader with interpersonal skills and business savvy to help us grow a culture of open communication, creative collaboration, and outstanding customer service.

As VP of HR, you'll ensure that we attract, nurture, and retain a highly skilled and diverse workforce. You'll build positive relationships and be a strategic partner, helping us connect and deliver on our business goals. You'll be an effective change leader, adjust quickly to shifting priorities, and lead the HR department in delivering effective strategies and initiatives while building a people-first mission-driven organization .

Consensus building, problem solving, decision-making, organization, coaching, fostering collaboration, and team building: These are the essential qualities of an HR leader. Topping the list are exceptional communication skills, including listening, persuasion, negotiation, and relationship management.

ABOUT THE JOB

SAIF's VP of HR reports to the CEO and oversees a staff of 37 employees. The HR team serves more than 1,000 SAIF employees through the following functional areas: training; leadership development; recruitment; strategic business partnering; payroll; benefits; wellness; internal safety; HRIS; compensation; employee relations; and leaves.

Your duties will include:

- Working with the executive team and leading HR staff to support business strategies
- Developing and implementing HR policies to ensure that SAIF performs at the highest levels
- Implementing systems to ensure transparency, integrity, accuracy, efficiency, cost effectiveness, service quality, and compliance with corporate policies
- Managing results to ensure compatibility with the direction set by the CEO and Board of Directors

CHALLENGES AND OPPORTUNITIES

SAIF is expecting a large number of employees to retire by the end of the decade. We will need to adjust recruitment, retention, flexible work schedules, succession planning, and retirement policies to address a changing workforce.

Workplaces everywhere are being asked to redefine their culture and think differently about employee engagement. SAIF's HR department is responsible for facilitating dialogues to ensure the needs of our hybrid workforce are met. They must balance that with policies that prioritize business goals that adapt to shifting customer demands and markets.

DESIRED QUALIFICATIONS

Education: A bachelor's degree in business management or a related field. An advanced degree or HR professional designation is a plus.

Experience: Ten years experience leading and managing human resource functions.

THE APPLICATION PROCESS

If you are interested in this position, submit a cover letter and a current resume by visiting karrasconsulting.net and clicking on "**View Open Positions.**"

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled. In order to be considered, please submit your application materials by December 16, 2024 to marissa@karrasconsulting.net.

COMPENSATION & BENEFITS

Typical hiring range: \$216,300 - \$240,400. The pay range for this position is annually based on a full-time schedule. Actual compensation will be determined using factors such as experience, skills, training, certifications & education.

Full salary range: \$180,300 - \$300,500

SAIF provides a wide range of benefits to employees who work at least 20 hours per week, including health care, retirement savings plans, paid time off, and more. For additional information about SAIF's total rewards, visit our website at saif.com/benefits.

**Note that eligibility and cost of benefits can vary depending on the number of regularly scheduled hours, and job status such as regular full-time, regular part-time, seasonal, or temporary employment.*

SAIF is committed to hiring and retaining high-performing, well-qualified employees with varied perspectives and experiences who represent the demographics of SAIF's diverse customers. In addition, SAIF is committed to fostering a work environment that is fair and equitable to all employees. We will provide assistance in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

ABOUT THE COMPANY

Established in 1914, SAIF is an independent, not-for-profit, public corporation. Our corporate headquarters are located in Salem, Oregon. Five regional offices provide safety and health, marketing, premium audit, investigation, and return-to-work services for customers across the state.

A five-member Board of Directors, appointed by the governor, oversees the operation of SAIF and appoints the President and CEO.

Learn more about the company on saif.com/about.

ABOUT SALEM

Oregon is a great place to work, play, and be a part of a community. Oregon offers a quality of life that is unsurpassed. From the high-energy urban center of Portland, one of the nation's top-ranked cities, to the more relaxed pace of rural communities, Oregon's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature. SAIF is headquartered in Salem, the capital city of Oregon, and home of Willamette University, the oldest university west of the Mississippi. Salem is a sizable community with a small-town feel. Located in the Willamette Valley, it features abundant outdoor recreation, and more than 50 local wineries.

Bisected by the Willamette River, Salem lies just one hour south of Portland, Oregon's largest city. Portland offers multiple cultural and entertainment opportunities, including major-league sports teams. Pacific Ocean beaches are an hour and a half to the west of Salem; the mountains, ski slopes, and lakes of the Cascade Range are just an hour and a half to the east.