

Assistant Vice President, HR Talent

Position Summary

The AVP, HR Talent is a strategic role designed to manage best in class talent services to support the University of Virginia. This AVP-level position is responsible for leading and overseeing all strategic initiatives across the talent teams serving UVA stakeholders and customers. Functions within these teams include talent management, recruitment, and employee relations as well as pipeline, temporary staffing and flexible talent programs. The AVP, HR Talent is a change catalyst charged with ensuring the organization has the capabilities and capacity to execute the strategic direction of the business, as well as the knowledge to integrate fast feedback to adapt to change. Successful delivery of the role contributes to an engaging organizational environment that motivates, attracts and retains a diverse and high performing University workforce. The incumbent will report to the CHRO and lead a team of Directors.

Responsibilities and Duties

- Develop and drive the talent strategy for the University of Virginia
- Serve as a subject matter expert and talent leader across a broad spectrum of talent topics such as workforce planning, succession planning, performance management, learning and development, and rewards/recognition.
- Develop and regularly review outcome measures against strategy, providing regular reporting to monitor performance against plan and identify areas for action and improvement
- Provide advice and renders opinions to the CHRO, HR executive team, Deans, Talent CoE leaders and the broader University community as required and requested. Suggest leading practices and alternatives to address issues and challenges.
- Identify, hire and rigorously develop talent, serving as a role model in this area across UVA
- Create a positive team environment and inspire others to do their best by celebrating successes and exhibiting an optimistic outlook toward contributions.
- Encourage team members to express points of view, communicate openly and honestly, take initiative, provide feedback on risks and opportunities and to promote a culture of accountability and growth
- Establish goals and performance standards for direct reports and works collaboratively across the CoE and across customer groups to achieve overall talent strategy
- Participate in CHRO Executive meetings to share trends and provide relevant insights and advice to inform coordinated HR plans and programs for the university
- Partner with CHRO and HR leadership
- Develop and provide progress reports to the CHRO to cover progress against plan, open issues, plan changes and proposals
- Establish standards for in-scope vendor review, selection, and contracting.
- Review all vendor agreements above established threshold to ensure compliance with standards.
- Support Talent leaders and team members with vendor negotiations as requested
- Stay abreast of the scope of compliance requirements for each Talent function and ensures inclusion of compliance measures in CoE goals.
- Conduct audits on a randomized basis to ensure the accuracy of filings, process, and documentation
- Proactively present escalated customer issues, assessing and quickly resolving competing priorities to achieve win-win outcomes
- Conduct bi-annual planning meetings with each Talent leader to understand needs and requests
- Outline, discuss and agree on each Talent function's goals, priorities, programs, strategies and plans, as well as the supporting budgets and resource models, negotiate open items, and come to agreement

- Support Talent function teams access required resources, information, and collaboration opportunities
- Execute on the University-wide people management process, to include talent selection, reviews, development and deployment decisions.

Functional Area Outcomes

- Increase number of cases resolved and provide greater visibility to trends
- Reduce time to resolve internal complaints
- Improve grievances win/loss ratio
- Minimize the number of regrettable exits due to performance/discipline
- Increase customer satisfaction with employee relations services
- Improve employee engagement
- Increase retention of high potential employees
- Differentiate and improve individual performance
- Support talent readiness and career mobility
- Recognize employee contributions to UVA
- Increase percentage of jobs with defined career paths
- Increase ability to meet fluctuating workforce needs with visible workers
- Increase diversity/size of talent pipelines
- Increase number of rotational placements
- Increase temporary to permanent placement rate
- Reduce recruitment expenses
- Improve management experience with flexible staffing
- Improve dual career experience and support
- Decrease time to fill a position (emphasis on right candidate)
- Increase diversity/size of applicant pools
- Increase job offer acceptance rate
- Decrease recruitment expense
- Improve management experience with hiring process
- Increase employee retention in first six (6) months

Knowledge, Skills and Abilities

- Manage across organizations or in a matrixed environment by using influence versus authority
- Exercise autonomy, independent judgment and decision-making
- Provide sound reasoning for recommendations and balance information to resolve issues and mitigate risk
- Facilitate small and large groups with excellent verbal and written communication skills
- Problem solve with a passion for human resources and continuous improvement
- Effectively communicate ideas, to coach and facilitate change at all levels
- Demonstrate well-rounded business acumen and sound business judgment, tact and diplomacy
- Interface with senior business leaders and work both independently as well as through others
- Think quickly, and be approachable, and with a sense of humor
- Develop HR staff and lead teams in a matrix environment
- Influence and negotiate where required
- Support executive level leadership
- Show strong familiarity in the various talent management disciplines to include: recruitment, performance management, learning and development, and employee relationships
- Lead and manage a diverse team of professionals
- Work effectively with diverse stakeholders within a complex organization

- Manage a broad talent function that serves a varied population

Required and Preferred Qualifications

Required Experience: 10 years of relevant experience, including at least 5 years in a people management role

Preferred Experience: HR experience with higher education and/or health system

Required Education: Bachelor's degree

Preferred Education: Master's degree

Preferred Certifications: PHR, SHRM-CP, SHRM-SCP, SPHR, or an equivalent professional qualification

Preferred Computer Applications: Proficient with Microsoft Word, Excel, Power Point and demonstrated experience with HRMS such as Workday, PeopleSoft HR, Oracle, or SAP