

## Future-State HR Positions – May 2017

### Priority Posting Positions (13)

#### CHRO Office (7)

- CHRO (1)
- Executive Assistant (1)
- Sr. HR Director, Change Management (1)
- AVP HR, IMPACT and Decision Support (1) \*
- AVP HR, Talent (1) \*
- AVP HR, Service (1) \*
- Sr. Director, HR Strategic Initiatives (1) \*

#### IMPACT (2)

- Sr. Director, Total Rewards (1) \*
- HR Sr. Specialist, Academic/Admin Comp (1) \*

#### HR Solution Center (1)

- HR Analyst, Quality and Innovation (1) \*

#### HR Business Partner (3)

- HR Business Partner Lead (3) \*

\*Positions are posted

### Non-Competitive Positions (56)

#### IMPACT Comp/Ben/Wellness (11)

- HR Sr. Specialist, Benefits (3)
- HR Sr. Specialist, Wellness (1)
- HR Sr. Specialist, Health System Comp (1)
- HR Analyst, Health System Comp (2)
- HR Analyst, Academic/Admin Comp (1)
- HR Specialist, Benefits (1)
- HR Specialist, Wellness (2)

#### IMPACT Business Operations (3)

- HR Sr. Specialist, Immigration (1) \*
- HR Specialist, Immigration (2) \*

#### Employee Relations (10)

- Manager, HR Health System (1)
- Sr. ER Consultant, Academic (3)
- ER Consultant, Health System (5)
- ER Consultant, Academic (1)

#### Talent Management (3)

- HR Specialist, Rewards & Recognition (2)
- Instructional Designer (1)

#### Talent Recruitment (16)

- Sr. Recruiter, Nursing, non-Nursing Health System (2)
- Recruiter, Nursing (3)
- Recruiter, Health System: Medical Center (1)
- Recruiter, IT Medical Center/Academic (1)
- Sr. Recruiter, Faculty & Staff (2)
- Senior Recruiter, UPG (1)
- Recruiter, Temp Hiring (6) \*

#### Executive Recruitment (8)

- Executive Director (1) \*
- Director (1) \*
- Sr. Search Consultant (2) \*
- Search Consultant (1) \*
- Recruiting Associate (2) \*
- Office Manager (1) \*

#### Solution Center (5)

- HR Specialist, Benefits Counselors (5)

\*Cost recovery units. Number of positions determined by volume.

## Internally Competitive Wave 1 Positions (92)

### Communications (3)

- HR Specialist, Communications (3)

### IMPACT and Decision Support (9)

- Manager, HR Business Ops (1)
- HR Sr. Specialist, Policy, Risk Mgmt., and Compliance (1)
- HR Specialist, Policy, Risk Mgmt., and Compliance (1)
- HR Sr. Specialist IMPACT & Decision Support (1)
- HR Analyst IMPACT & Decision Support (2)
- HR Analyst, Compensation (1)
- HR Sr. Specialist, Benefits (1)
- AVP, Exec. Assistant (1)

### Employee Relations (7)

- Director, ER (1)
- Sr. ER Consultant, Health System (2)
- Manager, ER Academic (1)
- ER Consultant, Academic (3)

### Business Partners (24)

- Sr. HR Business Partner (14)
- HR Business Partner (10)

### VP of Talent (1)

- AVP Exec. Assistant (1)

### Talent Recruitment (4)

- HR Manager, Talent Flex (1)
- HR Manager, Health System: Medical Center (1)
- HR Manager, Academic Recruitment (1)
- HR Manager, Academic Health, SOM/UPG (1)

### VP of Service (1)

- AVP Exec. Assistant (1)

### Solution Center (36)

- Director, HR Solution Center (1)
- Manager, Benefits, Leave and Payroll (1)
- HR Associate, Benefits Leave and Payroll (3)
- HR Assistant, Benefits Leave and Payroll (1)
- HR Supervisor, Inquiry (1)
- HR Specialist, Inquiry (6)
- HR Associate, Inquiry (2)
- Manager, Talent Support (1)
- Supervisor, Talent Support, Academic (1)
- Supervisor, Talent Support, Health System (1)
- HR Associate, Talent Support, Academic (5)
- HR Associate, Talent Support, Health System (5)
- HR Assistant, Talent Support, Academic (4)
- HR Assistant, Talent Support, Health System (4)

### Talent Management (7)

- Manager, HR L&D / Org Development (1)
- Manager, HR Perf Mgmt., Rewards & Recognition (1)
- Supervisor, HR Workday/Technical Training (1)
- HR Associate, Workday/Technical Training (1)
- HR Specialist, Workday/Technical Training (2)
- HR Specialist, Rewards and Recognition (1)

## Internally Competitive Wave 2 Positions (45)

### IMPACT (7)

- Director, HR People Data & Technology (1)
- HR Sr. Specialist, People Data Governance & Standards (1)
- HR Sr. Specialist, People Data and Analytics (1)
- HR Specialist, People Data and Analytics (1)
- HR Sr. Business Analyst (1)
- HR Business Analyst (2)

### Talent Recruitment (15)

- Director, HR Talent Recruitment (1)
- Sr. Recruiter, Faculty, Health System: SOM/UPG (1)
- Recruiter IT Medical Center/Academic (1)
- Recruiter Search Advisor Faculty (2)
- Recruiter, Health System: Medical Center (1)
- Recruiter, UPG (1)
- Recruiter, Search Advisor Faculty (2)
- HR Specialist, Dual Career Services (1)
- HR Specialist, Pipeline Programming (1)
- HR Associate, Wage Hiring (2)
- Recruiter, Academic (2)

### Talent Management - L&D / Org Dev (12)

- HR Sr. Consultant, L&D (3)
- HR Consultant, L&D (3)
- HR Sr. Consultant Org Dev Health (1)
- HR Sr. Consultant Org Dev Academic (1)
- HR Consultant Org Dev Health (1)
- HR Consultant Org Dev Academic (1)
- Instructional Designer (1)
- HR Associate, LMS, Learning Support (1)

### Talent Management - Performance Management/Rewards & Recognition (3)

- Director, HR Talent Management (1)
- HR Sr. Consultant, Perf Mgmt. Health System (1)
- HR Sr. Consultant, Perf Mgmt. Academic (1)

### Talent Management - Talent Planning (8)

- Manager, HR Talent Planning (1)
- HR Sr. Consultant Workforce Planning, Health System (1)
- HR Sr. Consultant Workforce Planning, Academic Admin (1)
- HR Specialist, Onboarding/Career Services (4)
- HR Associate, Talent Planning (1)