

Director, HR Talent Management

Position Summary

The Director, HR Talent Management (TM) position is a strategic role designed to manage best in class Talent Management services to support the University of Virginia by leading and overseeing all strategic initiatives across the Talent Management team. This Director-level position is responsible for setting the overarching Talent Management strategy, and ensuring alignment of TM strategies to overall organizational and HR goals, and with key stakeholders. The position will manage TM teams to ensure value add, quality programs and execution, and will evaluate ROI within each functional area by managing continuous improvement activities. The incumbent will report to the AVP, HR Talent and manage a team of Managers for L&D / OD, Talent Planning, and Performance Management / Rewards & Recognition.

Responsibilities and Duties

- Develop Talent Management strategies with TM functional area leaders and ensure alignment with key stakeholders (i.e., HR leaders, HRBPs, and other CEO leaders)
- Conduct meetings with Talent Management leaders to understand needs and requests; outline, discuss and agree on Talent Management goals, priorities, programs, and strategies; plan the supporting budgets and resource models; negotiate open items, and come to agreement before meeting with Associate VP of Talent
- Determine Talent Management budget, in coordination with AVP, HR Talent, and allocate funds / resources appropriately
- Ensure compliance with policy, regulatory bodies, and accrediting agencies (e.g. Joint Commission, State of VA, Provost, etc.)
- Manage Talent Management teams to ensure value add, quality programs, and execution; evaluate ROI within each functional area; manage continuous improvement activities
- Create initiatives/programs and processes to drive standardization of Talent Management across entities for similar populations, with considerations for differences where necessary
- Communicate strategies to broader stakeholders, as required
- Stay abreast of industry trends and best practices

Functional Area Outcomes

- 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

Knowledge, Skills and Abilities

- Translate complex information and provide highly specialized advice in the area of Talent Management; display mastery of program information; serve as known expert in subject matter; display broad knowledge and understanding of HR functional areas
- Demonstrate capability to design, manage, and implement Human Resources programs to fulfill state and federal policies and other regulations; conduct activities and make decisions according to ethical standards
- Present history of planning and/or directing technology efforts and/or programs; identify data needed for reports; ensure reports accurately capture and present information appropriate to the audience
- Demonstrate masterful sophistication in all communication efforts; communicate information successfully to all levels of the institution, including University leadership, faculty, management, staff, and other University community members; engage in on-going dialogue
- Display track-record of building, leading, motivating, and assessing diverse teams, including experienced and junior professionals; hold employees accountable for individual results and drive overall effectiveness of functional area
- Exemplify the University's educational mission, strategic aims, and programs

Required and Preferred Qualifications

Required Experience: 7 years of relevant experience

Preferred Experience: 10 years of progressive human resources experience

Required Education: Bachelor's degree

Preferred Education: Master's degree

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