



King County

Invites Applications for the Position of:

Human Resources Director

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King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 11/29/17 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 01/31/18 11:59 PM (GMT -8:00)

SALARY: \$146,689.00 - \$185,937.00 Annually

LOCATION: King County Administration Building - 500 4th Ave, Seattle

JOB TYPE: Appointed

DIVISION: Department of Executive Services - Human Resources Division

JOB NUMBER: 2018JC07597

SUMMARY:

King County is searching for an executive to serve as its **Human Resources Director**. King County is one of America's fastest-growing regions. Executive Dow Constantine is building partnerships and working with employees to meet the key challenges facing the Northwest-- equity and social justice, climate change, and regional mobility.

In order to meet these challenges, the Human Resources Director plays a key role in advancing King County's Investing in You strategy to create a workplace culture where employees:

- Have equitable opportunities to learn and advance
- Try new ideas
- Are accountable to themselves, each other and the organization
- Are healthy
- Receive fair, competitive compensation
- Have the tools and support to be their best at work.

Our 14,000 employees have a passion for public service. We embrace continuous improvement, institute best management practices, drive innovation, and strive for second-to-none customer service.

The **Human Resources Director** leads the day-to-day operations of the **Human Resources Division (HRD)** and serves as a member of Executive Constantine's Cabinet. This role involves daily interaction with staff at all levels, including elected officials, agency leaders, and

are efficient, effective, equitable and continually improving.

The Human Resource Director will:

- Direct the implementation of King County's strategic goals, vision, workforce management, performance measures, strategies, policies, best practices, and initiatives
- Direct and shape systems to promote an organizational culture that supports continuous improvement (Lean). Support departments and agencies in significant organizational changes.
- Embrace and commit to equity, racial justice, fairness and transparency for all King County employees;
- Direct and provide day-to-day leadership to the division
- Foster a culture of innovation and sustained change with a strong sense of how to develop and offer new products and services
- Collaborate and engage with County managers, labor partners, and employees to help drive the Investing In You initiative
- Leverage the County's people information and business intelligence systems to drive operational improvements with a focus on performance, measurement, and accountability
- Utilize internal and external resources, technology, and continuous improvement techniques to report metrics, improve processes, create more capacity, and deliver greater value to our customers and community.

THE IDEAL CANDIDATE FOR THIS ROLE WILL:

- Bring a strong background in directing and providing strategic leadership to large, highly unionized, and multi-faceted human resource organizations, including working collaboratively at all levels
- Has an exceptional record of successfully managing, developing, and/or implementing strategic initiatives, policies, systems including leveraging HRMS to achieve these outcomes
- Be customer-focused and comfortable advising and partnering with senior and executive-level management about complex initiatives, policies, and workplace/labor issues
- Understand how to manage complex projects including scoping and organizing resources, developing work programs, and facilitating multi-disciplinary teams
- Have strategies and ideas to continue to build on a culture of employee engagement which supports the development, learning, coaching, and team building necessary for the workforce of the future
- Understand, implement, and champion equity and social justice principles and practices in human resources policies, procedures, and initiatives
- Lead efforts to be create a culture of efficiency and effectiveness in day to day HR operations. Embraces change and allows others to implement strategies to improve HR service
- Communicate effectively both orally and in writing, is a highly skilled and effective presenter to a wide range of audiences
- Be able to persevere and adapt as required, while working in a multi-faceted and sometimes ambiguous environment
- Any combination of education and experience.

COMPENSATION & HOW TO APPLY

This exciting opportunity is open to all applicants. The salary for this position is **\$146,689-\$185,937 annually** (Range 87, 2018 rates, contingent on Council approval, 3.25% GWI) and includes innovative and award-winning employer-paid medical, dental, and vision insurance, as well as a robust leave package. To see all of King County's benefits, please visit our web site at