

WE'RE HIRING!

Director, Human Resources - Denver

Dominion Voting Systems is searching for an experienced and passionate **Director, Human Resources** to join our team in Denver! The Director, Human Resources provides strategic leadership to guide and manage the global HR team members, services, policies, and programs, and will work with leadership to ensure the HR department's efforts align with our business needs and objectives. This position is the head of human resources department globally and will report to our Chief Financial Officer.

In this role you will identify, oversee, and drive initiatives globally across the organization in the areas of talent acquisition & onboarding, training & development, performance management, compensation, reward & recognition, benefits & wellness, succession planning, culture, compliance, organizational effectiveness, and employee relations.

Responsibilities

- Develop and align global HR staff, functions, and strategies with corporate goals, mission, and values in order to ensure a strong organizational culture and performance.
- Partner with the leadership team in order to develop solutions to talent gaps, training & development needs, and organizational structures in order to meet or exceed company goals.
- Build strong partnerships throughout the organization in order to drive employee engagement and increase the overall performance of the business
- Provide recommendations to leadership on improvement of the organization's policies, procedures and practices as they pertain to human resources and personnel
- Assist leadership with annual review, alteration, preparation, and administration of the compensation, reward, and benefits programs globally
- Provide coaching and feedback to managers and employees around performance, personnel and communication issues. in order to help them achieve their goals
- Evaluate and recommend development and/or changes to HR related technologies
- Provide leadership and mentorship to your direct reports within HR in order to retain and develop them
- Manage any employee relations issues, grievances and, or violations invoking disciplinary action as needed
- Consult with internal and external legal counsel as appropriate when related to HR matters
- Communicate company policies, practices and procedures to employees in a manner that is clear to understand
- Maintain responsibility for organization compliance with federal, state and local legislation globally
- Develop and report on key HR related data & metrics to leadership on a regular basis
- Maintain knowledge of industry trends and employment legislation in order to ensures organization's compliance
- Work cross functionally to develop and execute special projects as needed

Qualifications

- BSc/BA in human resources, business administration or relevant field; MSc/MA in human resources will be a plus
- Human Resources certification such as PHR, SPHR, SHRM-CP, SHRM-SCP are preferred
- Proven experience as a transformative human resources leader within a dynamic, global, high-growth organization
- Experience with international (Canada and Europe) human resources practices and compliance is a plus
- Full understanding of the way a world-class HR department operates in order to help support business strategies and objectives
- Thorough knowledge of employment law, compliance, regulations, and overall human resource management principles and best practices
- Excellent organizational and leadership skills to include strong interpersonal, coaching, and facilitation skills
- Demonstrated analytical thinking, problem solving and decision making skills
- Must be passionate, trustworthy, diligent and firm with high ethical standards
- Ability to establish and maintain professional, collaborative, and positive internal and external relationships
- Able to travel up to 25% of the time is required

[Click here to apply!](#)

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Dominion Voting is an Equal Opportunity Employer

