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| Job Title | SVP Human Resources & Training |
| Short Description | First Florida Credit Union is seeking a seasoned HR professional to join our team in a key leadership role reporting directly to the CEO. The ideal candidate should have extensive HR experience, be a strategic thinker and creative problem solver. Moreover, it is crucial that candidates possess a comprehensive understanding of benefits administration and design, organizational training design and measurement, budgeting, data analysis and employee relations. Familiarity with self-funded medical plans is a definite advantage. |
| Full Description | <p>Role:</p> <p>Responsible for leading and shaping the organization's human capital strategy to support overall organization goals and objectives. The role will develop and execute strategic initiatives that attract, develop and retain top talent, foster an inclusive culture and drive employee engagement and satisfaction.</p> <p>Responsible for administration of all human resources and training activities including but not limited to: recruitment and staffing, payroll, benefit administration, staff activities, staff development, training, compensation plans, HR compliance, regulatory reporting, staff relations, performance management, and records management. Ensure that Human Resources and Training functions are uniformly applied and operate within established policies and guidelines and all departments operate in compliance with regulations.</p> <p>Responsible for administration, analysis and development of self-funded medical plan.</p> <p>Collaborate with the executive team and other key stakeholders to align HR strategy with overall business strategy.</p> <p>Develop and refine Human Resources policies in keeping with changing rules and regulations as well as changing organization focus.</p> <p>Develop and lead initiatives to improve staff experience, enhance engagement, promote inclusivity and strengthen organizational culture.</p> <p>Monitor external environment for trends, challenges and opportunities that may impact workforce and organization structure.</p> <p>Serve as advisor to the Board, Board Committees and Board members as directed by the President/CEO in support of board initiatives serving as a subject matter expert.</p> |

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| Education | (1) A master's degree or (2) a bachelor's degree plus professional certification (e.g., CPA) |
| Additional Comments | Experience and Skills Required: Eight to ten years of similar or related experience. Apply at: https://www.firstflorida.org/about/organizational/careers/first-florida-career-search |
| Credit Union | First Florida Credit Union |
| State | Florida |
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| Expiration Date | 02/29/2024 |