



HENNEPIN COUNTY HUMAN RESOURCES

Deputy Human Resources Director

Join a dynamic organization of nearly 9,000 employees that is leading the way in the public sector. Here you will champion the Total Rewards philosophy of benefits, pay and culture for one of Minnesota's preeminent employers. You will influence Human Resources strategic direction, long range planning and Hennepin County's focus on disparity reduction, employee experience and core values.

Position highlights:

- Advise the Chief Human Resources Officer and coordinate responses, including interacting with county administration, the board, and senior managers throughout the organization.
- Lead the Human Resources Senior Leadership Team in developing and executing its strategic plans and ensuring alignment with county mission, vision and goals.
- Continually support and advance diversity, equity, inclusion and engagement strategies throughout the organization, including employee retention.
- Represent human resources and the county on boards, committees, panels and more.

In this position you will:

- Perform expert-level managerial work providing long-range planning, strategy development, direction and development in the Human Resources Department.
- Assist the Chief Human Resources Officer in executing the department and countywide human resources vision, mission, and goals with a focus on diversity, equity and inclusion.
- Lead the HR Senior Leadership Team in the development and execution of the strategic plan for Human Resources.
- Support and advance the diversity, equity, inclusion, and engagement strategies by recommending, developing and implementing initiatives that support the retention of employees and promote cultural awareness and inclusion for all employees.
- Serve on the HR Senior Leadership team and champion HR Leadership team development.
- Lead and direct the activities of assigned teams/divisions, including selection, development, assignment and performance evaluation.
- Serve as the Chief Human Resources Officer's primary liaison to the Diversity, Equity and Inclusion and Communications departments, as well as Gartner and IPMA-HR.
- Advise and make recommendations to the Chief Human Resources Officer; align and coordinate Chief Human Resources Officer responses.
- Coordinate provision of information and responses to County Administration and the County Board.
- On behalf of the Chief Human Resources Officer, represent the department and organization on boards, committees, panels and presentations to employees, the community and the media.

Deputy Director

Qualifications

One of the following:

- Bachelor's degree in business administration or other field appropriate to the position and six or more years of experience managing human resources programs and strategies across a large and values-led organization.

or

- Ten years of experience managing human resources programs and strategies across a large and values-led organization.

AND:

Experience:

- Administering and managing human resource programs and integrating equity, diversity and inclusion into strategies.
- Managing division leaders, significant staff numbers and budgets.
- Evaluating programs and identifying areas of improvement.
- Leading the improvement of service delivery through the use of human resources and personnel data and analytics.

Ability to:

- Anticipate future trends, assess impact of issues and display a systems-thinking approach.
- Plan and inspire effective team building, development and motivation of staff, and successful conflict management.
- Build and maintain excellent relationships with governing boards, government policy makers, intergovernmental agencies and community leaders.
- Communicate complex concepts verbally, in writing and through presentations, to elected leaders, County Administration and department leaders.

Total Rewards

Hennepin County is committed to a Total Rewards strategy to attract new talent and retain our skilled and dedicated workforce. This includes meaningful work, competitive pay, generous benefits, work-life balance, and the opportunity to make a positive difference in our community.

Pay

We recognize performance with competitive pay and commitment to your success.

Salary: up to \$144,600 annually

Culture

We're committed to creating a workplace where you can feel empowered, understand how you fit into the broader picture, and know you're making a difference.

Benefits

We offer benefits that support health and wellness, help employees plan for the future, and recognize the diverse needs of the workforce.

Our benefits offerings include:

- Comprehensive low-deductible health, dental, and vision insurance
- Pre-tax flexible spending accounts, including health care, dependent care, parking, and adoption assistance
- Discounted mass transit pass
- Generous paid time off, plus 12 paid holidays, and paid parental leave
- Retirement plan with generous employer contribution
- Additional retirement plan options and financial wellness services

[Learn more about employee benefits](#)

[hennepin.us/employees](https://www.hennepin.us/employees)

Apply now

Initial application review starting on June 7.

Deadline to apply is June 21.

Apply online: www.hennepin.us/jobs

About Hennepin County Human Resources

The Human Resources department has over 100 employees who provide a range of comprehensive services, including benefits, employee wellness, business partners, talent acquisition, workforce development, classification, compensation, learning and development, and organizational development — for nearly 9,000 employees in six lines of business.

Mission

We encourage employee career development, cultivate their well-being, and honor their commitment to public service so both residents and employees can thrive.

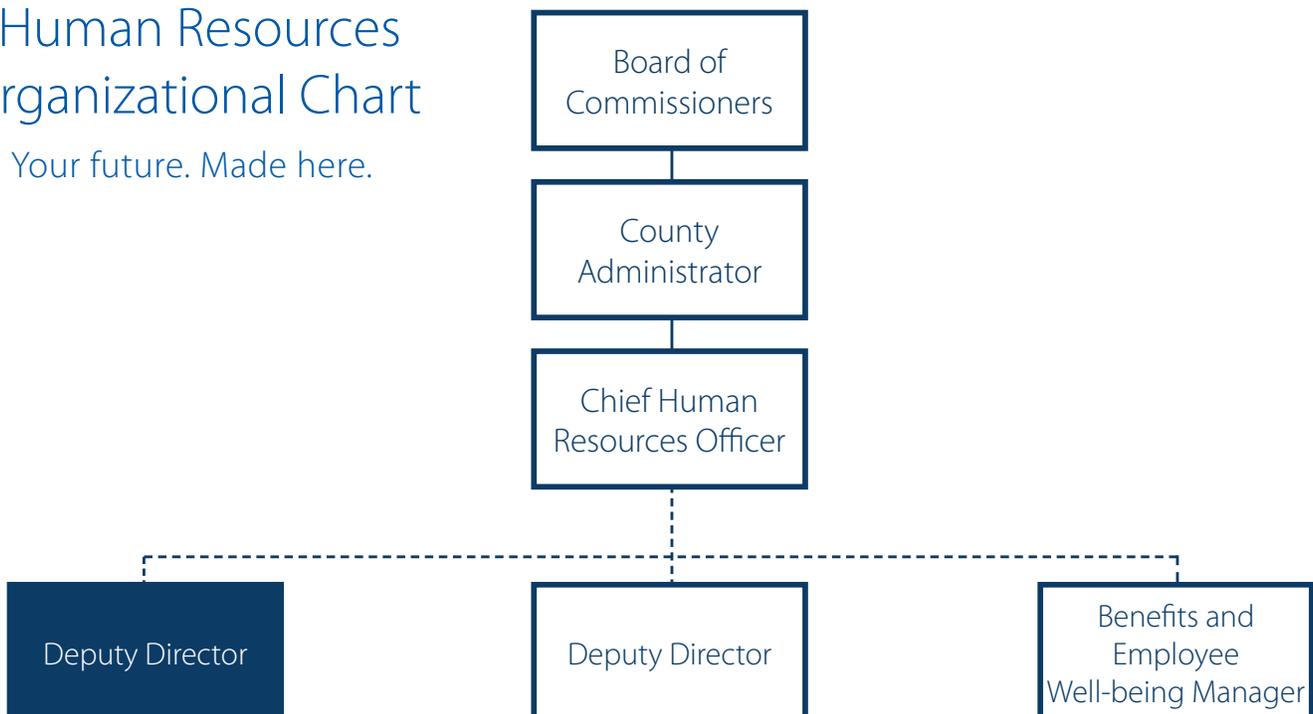
Vision

To provide an employee experience that attracts and retains the best talent to serve our residents.



Human Resources Organizational Chart

Your future. Made here.



Serving Hennepin County residents

Across Hennepin County's six lines of business, our leaders and employees work to improve residents' standard of living. From health to transportation, human services to public safety, we aim to help all who live, work and do business here.

As in other large counties, our residents experience significant disparities linked to race and socioeconomics. We are actively engaged in reducing those disparities in all that we do.

Each of our employees is aligned with one or more of our overarching goals—that Hennepin County residents are healthy, protected and safe, self-reliant, assured due process, and mobile.

Hennepin County rated #6 Best-in-State Employers 2019, Forbes



Living in the Minneapolis St. Paul metropolitan area

The Twin Cities metro area offers an unparalleled quality of life that includes remarkably diverse communities, exceptional school districts, a vibrant arts/theater/music community, easily accessible natural resources and six professional sports teams.

Hennepin County is the largest county in Minnesota, with:

- A population of 1.3 million
- 45 cities
- A budget of \$2.4 billion
- 126 languages and dialects spoken
- 100+ lakes and the Mississippi River
- 11 Fortune 500 companies

Don't just take our word for it:

- Best park system in America, The Trust for Public Land, 2020
- Healthiest city in America, Healthgrades, 2019
- Top 5 most vibrant arts communities in America, National Center for Arts Research, 2019
- Top 10 states for school quality, Education Week, 2020
- Top 5 best places to live for families, U.S. News and World Report, 2020-2021

Visit makeitmsp.org and exploreminnesota.com to learn more about our communities.

