



HUMAN RESOURCE BUSINESS PARTNER
SEATTLE DEPARTMENT OF TRANSPORTATION
City of Seattle, WA

Are you a strategic thinker with big ideas who can lead a Human Resources function that impacts employees at all levels across an entire organization?

Are you a talented and capable people manager able to lead communicate a vision for the future and lead a team and organization toward it?

Do you desire a role where you can influence workforce equity, diversity and inclusion and want to create an environment where everyone can do their best work?

Is being part of a greater community dedicated to the improvement of the lives of many important to you?

The Seattle Department of Transportation (SDOT) is responsible for delivering a safe, reliable, efficient, and socially equitable transportation system that enhances Seattle's environment and economic vitality. Through a staff of over 800, SDOT is focused on creating a safe, interconnected, vibrant, affordable, and innovative city for all.

We are seeking a forward thinking, innovative leader of Human Resources to lead the Seattle Department of Transportation's (SDOT's) human resource function. This HR Leader will have proven business acumen and will thrive on the challenge of bringing high levels of HR operational excellence and service standards to our organization that are aligned with the strategic vision for the City.

This HR Leader will partner closely with SDOT and Seattle Human Resources (SHR) Leadership teams to identify, support, and/or deliver Human Resources support and services in the following areas:

- In partnership with SDOT and SHR leadership, identify key business issues, develop solutions, and manage implementation to achieve meaningful business impacts;
- Establish high functioning relationships across all levels of the organization to improve communications, understand working challenges, and enhance credibility;
- Grow capabilities of existing HR team in areas such as labor relations, employee relations, recruiting and development;
- Collaborate to develop department wide strategies and programs with an equity lens to support the recruiting, growth, and development of staff at all organizational levels;
- Act as an internal consultant for complex, high profile organizational issues with executive teams, requiring a high level of technical skills in consulting, coaching and facilitation;
- Establish a network across the city to understand and leverage existing resources on issues that SDOT is facing;
- Deliver value-added HR services through constant process alignment and improvement; and

- Identify and eliminate barriers to equity as it applies to recruitment, development, and day to day operations.

Minimum qualifications for this position are:

- Five years or greater experience leading a team of HR professionals covering a variety of HR functions
- Experience delivering HR support in a represented environment
- BA degree in Human Resources, Business, Law, or equivalent work experience
- Experience with delivering complex organizational change management projects

Desired qualifications for this position are:

- Experience operating in the public sector
- History of leading and delivering enterprise-wide projects of increasing complexity that impact labor relations, employee relations, recruiting and/or development
- Willingness to champion change even when it may be challenging personally and professionally
- Meaningful experience working as part of a leadership team including Executive coaching and team facilitator
- Demonstrated experience with eliminating institutional barriers to equity
- History of functioning as a role model for Human Resources and other Leaders

COMPENSATION & BENEFITS

The starting salary for this position is \$120,000 to \$130,000 annually. Placement within the range will be dependent on qualifications. The City of Seattle also provides a generous benefits package to its employees which includes:

- Health, dental, vision, long term disability and group term life insurance
- Defined benefit retirement plan
- 10 paid City holidays and 2 personal holidays
- 12 to 30 days of vacation per year, based on length of City of Seattle service
- 4 days of executive leave per year

- 12 days of sick leave per year
- Paid family leave care, up to 4 weeks
- Paid parental leave, up to 12 weeks
- Executive leave
- Merit leave
- Optional 457 deferred compensation plan
- Flexible benefit plan contributions by employee on a pre-tax basis
- Employee Assistance Program

HOW TO APPLY

Please apply **on-line immediately** at www.alliancerc.com. Interviews will be scheduled on a rolling basis for well-qualified candidates. For questions and inquiries, please contact Cindy Krebs at (562) 901-0769 or ckrebs@alliancerc.com