



ONE RIVER HUMAN RESOURCES POSITION

The Director of Human Resources & Organizational Development, as part of the leadership team, will be critical to the growth and expansion of One River School and to its mission, strategic goals and core values. This role is responsible for broad HR support related to a recruitment strategy that builds brand awareness, attracts, retains, and develops the most compelling and motivated talent for all schools across the One River system.

POSITION DESCRIPTION

Reporting to the CEO and working in collaboration with the VP Strategy and Development and the Director of Operations, provide HR expertise and apply best practices related to building a talent pipeline, recruitment strategies and execution, onboarding, organizational design and development, employee engagement and ongoing development, training, performance management, leadership and management development, internal mobility, and HR operations (including compensation, HRIS and benefits), and employee relations

- Ensure alignment and consistency of goals, values, culture and people related practices
- Build effective partnerships – help drive a culture of innovation, kindness and performance excellence
- Drive recruiting efforts to build brand awareness
- Develop profiles for key roles in the schools
- Drive a nationally branded recruitment strategy that attracts the most compelling and motivated art teachers and business associates for all schools
- Develop employee onboarding program to reinforce the cultural foundation
- Continually innovate by evaluating the quality of programs and making improvements to drive the right business outcomes
- Build brand aligned training, developed to teach and manage the One River method, and to preserve and reinforce our unique culture across the organization
- Develop strategies and execute programs to drive performance, leadership capability, relationships across functions and geographies, and improve all facets of our student and customer experience
- Create consistency in job descriptions, develop a performance management system and provide management and customer service training across the system
- Engage in special projects and partner with One River external consultants as needed

QUALIFICATIONS

- A minimum of three to five years of experience with an innovative, dynamic, fast paced and values driven company a MUST
- Lover of the arts and continuous learning A MUST
- Strong functional HR knowledge with deep expertise in training and organizational development. Current on emerging hiring and talent development practices

- Proven success in an entrepreneurial, fast growing company, ideally in retail/franchise environment, driving HR initiatives to support rapid growth
- Ability to work hard and efficiently to plan and open multiple locations simultaneously
- Knowledge of federal, state and local laws and statutes which govern policies and practices of hiring, compensation and benefits and general employment
- Bachelor's Degree required; Master's degree or Certificate in HR or Organizational Psychology or related field desired.

WHO YOU ARE

- Goal Oriented
- Customer Driven
- Cares About Others – Friendly and Warm
- High Integrity
- High EQ
- Great Communicator
- High Stamina
- Enthusiastic
- Future Thinking