

Chief People Officer

Gulliver Schools, a premier, private, co-ed independent day school in Miami, Florida with 2200 students grades PreK-3 to 12th and 500 employees has an immediate opening to start March 1, 2019, for a Chief People Officer.

The Chief People Officer will be responsible for reimagining Gulliver's people function, culture, structure and policies. This individual will drive key Human Resources (HR) best practices and initiatives and provide strategic direction and expertise for the full scope of the HR function. Reporting to the COO with a dotted line into the President & CEO, the Chief People Officer will develop and execute the HR strategy for the organization and partner with the Senior Management Team to execute on the school's strategic plan. The Chief People Officer will serve as a thought partner to the President & CEO, COO and Senior Management team, to provide HR advisory services with regards to leadership, coaching, employee relations, talent acquisition, engagement, culture, compensation, organizational design, change performance management, and learning and development. The Chief People Officer will also oversee the HR team and be responsible for leading, assessing, mentoring and supporting team members to ensure daily HR operations are handled timely and appropriately.

The Chief People Officer will guide the HR team in supporting Performance Management, Talent Acquisition, Learning & Development, Engagement, Benefits, Rewards, Visa and Immigration, Policy and Compliance. The Chief People Officer will also partner with IT on HRIS and related systems, protocols, capabilities, and upgrades. Interact with vendors and external partners to create and maintain relationships and negotiate contracts. Partner with Legal to ensure compliance and mitigate organizational risks.

Candidates for this position must have a Bachelor's degree, Advanced degree in Human Resource or Organizational Management or MBA preferred. Certifications in SPHR or GPHR helpful, a minimum of 10+ years of progressive leadership experience, with 2-3 years leading an HR function. Solid knowledge of all facets of HR, broad and deep experience as an HR Business Partner supporting executives or senior leadership. General business and financial acumen with the ability to develop and utilize HR data and metrics as they relate to and impact business

topics in Finance, Legal, IT, payroll and administration. Excellent communication skills – written, verbal and interpersonal. Results-driven, agile, change agent with the commitment and confidence to assume a leadership role in an evolving complex environment. Unquestionable personal integrity, fairness, and credibility necessary to gain the trust and commitment of individuals at all levels of the organization. Empathetic and engaging individual, who listens well, is responsive, solutions focused and results orientated. Passionate about the school's mission, enthused by the challenges confronting the organization, and dedicated to achieving its goal.

Candidates should submit Cover letter expressing interest with salary history and resume to Mr. Charlie Rue, Chief Operating Officer, Gulliver Schools Inc. 9350 South Dixie Highway, 11th Floor, Miami, Florida 33156 or to email ruec@gulliverschools.org

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