

Job Opportunity: **Vice President, Human Resources and Organizational Learning**

The **Greater Milwaukee Foundation (GMF)** is part of a movement that started more than 100 years ago and has transformed philanthropy and communities worldwide. It all grew out of an idea that passionate and generous people can come together to make a difference and make their community into what they ideally want it to become.

We share the same passion as our donors when they give and engage and as our community partners when they carry out their mission of serving others. The Greater Milwaukee Foundation is proud to support donors and nonprofits in creating a vibrant region in many lasting ways, serving as a community leader on advancing racial equity, strengthening education, increasing economic opportunities and building strong neighborhoods.

You can make a difference, as we are seeking a Vice President, Human Resources and Organizational Learning! Reporting to the CEO, the VP - HROL is responsible for formulating policies and managing all aspects of Human Resources and Organizational Learning. As a key member of GMF's leadership team, the incumbent will ensure such activities conform to all applicable regulatory requirements and are conducted in an environment that effectively safeguards the Foundation's key assets - its people.

Key Responsibilities

- Lead several high profile strategic processes, including the performance management process, organizational strategic planning, organizational culture studies and total compensation reviews
- Meaningfully contribute to the overall organizational and programmatic dialogue of the Foundation
- Serve as the senior liaison to the Admin and Audit Committee
- Facilitate all management meetings, including the All Staff, Management Team and Leadership Team meetings
- Objectively evaluate human resources and organizational development functions and incorporate modern policies and systems
- Maintain an uncompromising commitment to organizational learning and internal accountability measurements through the continued development of rigorous cross-functional accountability measurements
- Serve as a change agent by influencing and leading by example

Qualifications

- Bachelor's degree in related field required; Master's degree preferred
- Minimum 10 years of progressive work experience in human resources, organizational learning and development, inclusion and high-level management required
- Broad knowledge of human resources and organizational learning concepts and practices; experience developing and implementing strategic human resources policies

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- Demonstrated knowledge of racial equity and inclusion strategies and practices
- Effective consulting, coaching, facilitating and training skills
- Strong project management and change management skills
- Knowledge of charitable organizations and nonprofit management
- Proven track record of establishing and maintaining effective relationships

We offer an excellent benefit package, which includes health, dental, vision, flexible spending, life insurance, 403(b) retirement plan, paid time off (PTO), tuition reimbursement and more!

Please include resume, cover letter and salary requirements when [applying](#).

Equal Opportunity Employer