



Executive Director of Human Resources

Western Oregon University (WOU) invites applications and nominations for the position of Executive Director of Human Resources. The Executive Director will serve as the head of the Human Resources function and as a key partner and peer to the leadership team in leading and creating initiatives, systems, and best practices to recruit, develop, and train a diverse and high-performing workforce and who will build an organizational culture that supports advancement of WOU's mission and strategic plans. The Executive Director will report to the President.

Western Oregon University is looking for equity-minded applicants who demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in our community. Creating a culture of openness and belonging remains a priority as WOU seeks to make its campus a special place for students, faculty, and staff. When you join the team at Western Oregon University, you can expect to be part of an inclusive, innovative, and equity-focused community that approaches higher education as a matter of social justice that requires broad collaboration among faculty, staff, students, and community partners. In deciding whether to apply for a position at Western Oregon University, you are strongly encouraged to consider whether your values align with our Strategic Plan.

At Western Oregon University, we believe that learning is a fundamental part of working, and the goal is for everyone on the WOU campus to feel supported and equipped to realize their full potential.

Qualifications and Experience

Required:

- › Bachelor's degree
- › Seven years of professional Human Resources experience; this experience should be progressive and include time spent supervising and directing the work of Human Resources staff/teams, as well as exposure to multiple operational areas
- › Experience supporting compliance with federal and state laws/regulations related to employment and/or higher education (e.g. Affirmative Action, Title IX, ADA, Respectful Workplace, FMLA, etc.)
- › Evidence of experience supporting a team of professional staff and fostering a collaborative working environment
- › Evidence of a commitment to developing and fostering diverse, equitable, inclusive, and accessible work environments
- › Experience in organizational development, change management, strategic planning, and/or policymaking
- › Evidence of effective relationship building and/or communication skills

Preferred:

- › Graduate degree in a related field
- › Society for Human Resources Management (SHRM) certification and/or Human Resources Certification Institute (HRCI) certification
- › Experience working in a unionized environment, a large complex organization, public sector, and/or higher education
- › Experience developing and implementing strategies to improve the recruitment and retention of diverse populations
- › Experience working with collective bargaining units
- › Evidence of effective relationship building and/or communication skills with a wide array of constituents (e.g. faculty, staff, administrators, and shared governance representatives)

How to Apply

Greenwood/Asher & Associates, LLC is assisting Western Oregon University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher & Associates, LLC. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries, nominations, and application materials should be directed to:

Robert Caret
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For more information about WOU, please visit: <https://wou.edu/>.

WOU prohibits discrimination on the basis of race, color, sex, national or ethnic origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, and gender expression in all programs, activities and employment practices as required by Title IX, other applicable laws, and policies. Retaliation is prohibited by WOU.