



City of Shoreline, Washington Director of Human Resources and Organizational Development

The City of Shoreline's next Director of Human Resources and Organizational Development will have the opportunity to join a team of dedicated and highly skilled staff in one of Washington's finest and most progressive communities. Located along the Puget Sound just nine miles north of Downtown Seattle, Shoreline, Washington is a desirable community with a reputation for political stability, exceptional service delivery, and endless recreational and natural amenities. The City has no labor unions.

The Director functionally reports to the Assistant City Manager but also works closely with the City Manager. As a member of the City's Leadership Team, the Director is expected to be the keeper of the organization's culture and provide support in partnership with other city departments. The position works closely with the Assistant City Manager and City Manager to ensure the workforce can meet the needs of the residents now and in the future. This position oversees the department and its services include recruitment and onboarding of staff, compensation and benefit administration, employee development and training, employee relations, performance management systems, and compliance and reporting.

The minimum qualifications are any combination of experience and education equivalent to a bachelor's degree with major coursework in human resources management, business administration, or public administration and six years of progressively responsible local government human resources administration experience with at least three years of management and administrative responsibility. An SPHR certification will be accepted in lieu of a bachelor's degree.

Preferred qualifications include a strong background in recruitment, compensation, employee relations, organizational development, succession planning and leadership development, and demonstrated commitment to diversity and inclusion.

The salary range is \$126,254-\$153,608, depending on qualifications, with an excellent benefits package.

Applications will be accepted electronically by The Novak Consulting Group at thenovakconsultinggroup.com/jobs. The City of Shoreline is an Equal Opportunity Employer. Submit just one document (Word or PDF) that includes a cover letter and resume. **Open until filled with the first review of applications taking place on October 15, 2018.**