

Join a team who cares about excellence

DIRECTOR, HUMAN RESOURCES & OPERATIONS

HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT

BHB ensures the highest in quality health care through service excellence, education and leadership. We seek qualified, highly motivated, and experienced professionals to work in a supportive but demanding environment.

Under the leadership of the Vice President, Human Resources and Organizational Development, the Director, Human Resources and Operations provides daily and operational management to Human Resources, Shared Services, Talent Acquisition, Immigration Services and the Compensation and Benefits function. The post holder is to ensure that the Human Resources Teams provide high quality service and operate within leading practice Human Resources principles.

Key responsibilities include:

- Directs the day-to-day Human Resources (HR) service delivery, encouraging independent judgment and problem solving and appropriately addressing client inquiries and challenges when escalated
- Leads, mentors and develops teams that span HR Shared Services, Talent Acquisition (with direct management responsibility), Immigration Services, and Compensation and Benefits
- Develops and executes the Compensation and Benefits strategy of BHB, to ensure that BHB's employee value proposition is competitive
- Drives the annual renewal and negotiation process, in consultation with Finance, for all BHB Health Plans.
- Prepares reports and recommendations for plan changes to VP HR & OD.
- Designs and executes standard operating procedures for core Human Resources services under management
- Evaluates the status, productivity and processes of HR Programs, HR Information Systems and recommends changes to improve efficiency and cost effectiveness
- Ensures compliance with existing and new legislation, policies and standard operating procedures and makes recommendations for program or policy changes

Qualifications &/ Registration required:

- Master's Degree in Business, Human Resources or equivalent, with post-graduate studies in Human Resources, or a related field is required
- Minimum of ten (10) years of experience in Human Resources to include a minimum of five (5) years of demonstrated leadership and success in building operational excellence in organizations.
- Proven experience and skills in a complex, multidisciplinary organization with operational Human Resources Leadership
- Solid and demonstrated experience with strategic talent acquisition, compensation and benefits
- Member in good standing with the Society for Human Resource Management (SHRM), Chartered Institute of Personnel and Development (CIPD), or equivalent

Closing date for applications is: December 11, 2018. Pre-employment substance abuse screening is mandatory for all successful candidates.

If you want to make a difference, and if your experience and qualifications match the above criteria, visit www.bermudahospitals.com, and apply through BHB Jobs NOW
Select "Work at BHB" and follow the steps.



Bermuda Hospitals Board

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