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Director, Human Resources & Operations

Bermuda Hospitals Board (BHB) is a progressive and clinically driven provider of health services to the people of Bermuda and a wide range of overseas visitors. Operating from King Edward VII Memorial Hospital, Mid-Atlantic Wellness Institute and the Lamb Foggo Urgent Care Centre, BHB offers comprehensive diagnostic, treatment and rehabilitative services to Bermuda's full spectrum of medical and mental health needs.

Under the leadership of the Vice President, People, the Director, Human Resources and Operations provides daily and operational management to Human Resources, Shared Services, Talent Acquisition, Immigration Services, HR Programs and the Compensation and Benefits function.

This senior level position will suit a strong, experienced and strategic HR generalist, who is adept at working in a complex, high-profile and rapidly-changing environment, and who can shift at a moment's notice. Notable experience in the strategic acquisition of critical talent is highly desired. Managing a sizeable team of HR professionals, this position will afford the successful candidate a broad and varied day-to-day – no two workdays will be the same. This role represents a rewarding, exciting and challenging opportunity for any HR professional who is passionate about people. You'll have an unparalleled opportunity to bring the best out of people, and to help shape the people-focused operations of one of the island's largest employers and most critical facilities, indirectly supporting the delivery of quality patient care, and impacting countless lives.

Full coaching and any required training in the healthcare sector will be provided for the successful candidate, should they not have prior experience.

Minimum Qualifications, Skills & Experience:

- Master's Degree in Business, Human Resources or equivalent, with post-graduate studies in Human Resources, or a related field is strongly preferred
- Eight to ten years of experience in Human Resources to include a minimum of five years of demonstrated leadership and success in building operational excellence in organizations
- 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 strongly preferred
- Strong technical and people-based leadership skills, with a thorough knowledge of Bermuda Employment Laws, HR Policies and legal processes
- Excellent communication, coaching/mentoring, relationship building and presentation skills, with ability to interact with a variety of stakeholders at all levels
- Operate effectively under pressure and meet challenging deadlines
- Good understanding of HR Metrics competitive market assessments and strategic techniques; ability to gather, assess and analyse data, and provide pertinent feedback
- Demonstrated excellent planning, time management, communication, decision-making, and organization skills
- Strong negotiation skills with the ability to reach resolution
- Must be a guardian of confidentiality and demonstrate integrity and professionalism
- High degree of computer literacy (e.g. HRIS, Excel, etc.)
- Experience working with business processes, strong change management skills and ability to be flexible and work analytically in a collaborative, problem-solving environment

To apply please send your résumé to bdajobs@expertisegroup.com or view our active roles online at www.expertisegroup.com.

All enquiries will be dealt with in strict confidence.

Closing Date: June 30, 2021