

**CHIEF PEOPLE OFFICER
HUMAN RESOURCES DIVISION
COUNTY OF MONO, CALIFORNIA
Salary: \$140,077 - \$170,264 DOE/DOQ**

If you are looking for an innovative, forward-thinking organization where you will have exceptional opportunities to advance your career, take on exciting projects, and be a part of a dynamic leadership team, then this position is a great match for you! The County of Mono, California, is looking for a visionary leader to fill its Chief People Officer (CPO) position. This essential role reports to the County Administrative Officer and oversees the County's Human Resources Division and 3 talented staff. The CPO will champion people-centered business practices and foster an environment of collaboration, positivity, and innovation across the County's departments. The ideal candidate will have a strong background in public sector human resources and labor relations, with an in-depth understanding of personnel administration, talent recruiting and retention, career development opportunities, and HR rules and regulations. This leader will be an open communicator and active listener, taking employees' ideas and opinions to heart and using them to improve the organization. The CPO will demonstrate next-level interpersonal skills and emotional intelligence while being strategically minded and proactive. The County is looking for a CPO who is eager to connect with others, foster enriching relationships, and motivate others to boost employee morale and increase performance. If you think you have what it takes to bring the County of Mono to the forefront of workplace culture and customer service, apply today!

See the full recruitment brochure here: <https://indd.adobe.com/view/1573fd3f-4b00-47aa-8299-1072982b872f>

THE JOB/ THE IDEAL CANDIDATE

The Chief People Officer (CPO) is a visionary leader who will oversee all HR functions: outside counsel, recruitment and employment, classification/compensation, and the 'People Success' program, consisting of People Operations, Learning & Development, Diversity, Inclusion & Belonging, Total Rewards, and People Business Partners. While reporting to the County Administrative Officer, the CPO will also serve as an advisor to the Board of Supervisors, operating departments, which include three with elected department heads: the Sheriff-Coroner, Assessor, and District Attorney. This role focuses heavily on developing a people-oriented organization and improving policies dealing with human capital needs.

The ideal candidate is an enthusiastic and dynamic changemaker who knows that an organization's greatest asset are its people. They will be a visionary leader who will champion pathways for employee development and people-first initiatives while engaging staff through open communication and active listening. The successful candidate will empower employees while working toward the County's policy goals and strategic initiatives. The next CPO will be creative, highly energetic, friendly, and resourceful. They will use their judgment skills to solve complex problems and make effective decisions for the County. They will serve as an experienced mentor and motivator, using their background in people management to elevate employee morale and improve performance. Someone with a strong background in employee recruiting and retention strategies is highly desirable for this role, as is someone with exemplary written and verbal communication skills.

MINIMUM QUALIFICATIONS

Any combination equivalent to the education and experience likely to provide the required knowledge and abilities would be qualifying. A typical way to gain such knowledge and abilities is described below:

- Bachelor's degree from an accredited college or university in human resource management or a related field or a demonstrated equivalent in formal education and experience.
- Five or more years of progressively responsible experience in a human resources department, preferably in the public sector. Three years of which must have been in a supervisory capacity and performing labor relations.
- Possession of a valid driver's license in California.

SALARY & BENEFITS: An annual salary of \$140,077 - \$170,264 DOE/DOQ and an attractive benefits package

HOW TO APPLY

For first consideration, apply by January 9, 2023, by completing an application and attaching your cover letter and resume at wbcpinc.com/job-board/

Save the Dates:

*Round one interviews will take place via Zoom on **January 30th**. A second round of virtual interviews will take place on **February 1st**; not everyone from round one will be invited back to round two. Finalists will move forward to in-person interviews on **February 10th**. Selected candidates must be available for these dates.*

Questions? Please contact your recruiter, Marissa Sanchez, with any inquiries.

- marissa@wbcpinc.com
- 559-326-8597 (direct)