



UNIVERSITY of VIRGINIA

Director of Human Resources and Learning

The University of Virginia invites nominations and applications for the position of Director of Human Resources and Learning for the Office of Development and Public Affairs (DPA).

As he planned the University of Virginia and designed its first buildings, Thomas Jefferson envisioned a great public institution of global scope and character in his words, the "future bulwark of the human mind in this hemisphere." In an unprecedented era that requires the University to be creative in identifying new funding mechanisms, the University continues to embark on bold and ambitious goals. This is possible as a result of the support provided by the many supporters of the University. As we move ever closer to fulfilling the vision of U.Va. as the first truly great public institution of higher learning in America, the generosity of our alumni, parents, and friends is necessary to meet that goal. By helping advance our core work of teaching, conducting research, providing best-practice care for patients, and encouraging public service, donors play an important part in the University's progress. The opportunity to help donors give back to a place that holds so many strong memories and feelings is incredibly rewarding.

DPA plays a pivotal role in the philanthropic activities of the University. As the director of human resources and learning in the office of DPA you will partner to build relationships that promote the advancement of the human resources function within this critical organization. The director will collaborate and strategically align human resources functions of performance management, employee relations, retention, compensation, budget and recruitment to support the outstanding workforce in the office of DPA. This talented workforce represents the strategic advantage needed to engage supporters and, by working together, to realize the ambitious aspirations of this dynamic University.

Although the University will consider a range of profiles, expressions of interest are sought from candidates possessing the following required qualifications:

- Master's degree preferred. Bachelor's degree and significant relevant experience may be considered in lieu of a master's degree;
- Five or more years of progressively responsible experience in "best-practice" human resources management;
- Demonstrated experience in current trends of talent management, training and development, and change management;
- Experience in budget planning and oversight at the 6 to 7 figure level; and
- Supervisory/managerial experience successfully leading and directing staff and/or teams including organizing, prioritizing, scheduling work assignments, providing constructive feedback and recognizing contributions.

TO APPLY: For best consideration please upload application materials by July 26, 2010. Application materials consist of a cover letter, resume, list of three references and a response to the following essay question "Please tell us what interests you most about this opportunity and explain how your background and experience have prepared you for this role." In the interest of ensuring a timely review of your application, the committee requests that your essay not exceed two pages. The application materials can be uploaded to <https://jobs.virginia.edu> under the University Staff category, posting number 0605596. The position will remain open until filled and the search will be carried out with full confidentiality; candidates will be notified before references are contacted.

The University of Virginia is an Equal Opportunity/Affirmative Action Employer