



## Career Opportunity

*Chief People Officer*

### **ABOUT THE GOBEL GROUP**

The Gobel Group is the leading consulting firm working exclusively in healthcare philanthropy. We help hospitals and health systems raise more money from their grateful patients and families by building meaningful partnerships with clinicians.

Started ten years ago, our team of over twenty individuals includes seasoned healthcare development professionals and clinicians from the top medical centers in the nation, including Cleveland Clinic, Johns Hopkins Medicine, Duke Medicine, and other leading philanthropy programs. Our client roster has grown to over 300 hospitals in the United States and Canada. We are poised for explosive growth in 2021.

More information on the Gobel Group can be found on our website at [www.gobelgroup.com](http://www.gobelgroup.com).

### **ABOUT THE ROLE**

Working closely with the Gobel Group leadership team, the Chief People Officer will partner with the firm's leaders to develop and execute a human resource strategy focusing on employee retention and growth in support of the organization's overall strategic direction.

The Chief People Officer will support the organization in the following areas:

- **Oversee all strategic and operational aspects of the Human Resources function for the organization**
  - Assess and update professional development practices to maximize employee access and opportunities; reimagine recruitment, talent management, employee onboarding, staff recognition, performance management, and exit practices.
  - Ensure compliant practices and policies across the 15+ states employees work remotely from
  - Maintain company guidelines by preparing, updating, and recommending human resource policies and procedures.
  - Ensure Employee Handbook is updated and available to all employees
  - Maintain employee benefits programs and informs employees of benefits by studying and assessing benefit needs and trends; recommending benefit programs to management; obtaining and evaluating benefit contract bids;

awarding benefit contracts; designing and conducting educational programs on benefit programs.

- Foster innovation related to workplace well-being, employee engagement, and flexible work.
- Develop and implement a process for employee reviews and continued growth within the organization
- Conduct quarterly employee satisfaction surveys and take actions to improve results
- Engage and build relationships with the Executive Team to provide outstanding support throughout the company.
- Work closely with leadership to ensure diversity, equity, and inclusion practices are promoted throughout every aspect of the organization
- Lead workgroups, committees, and all-staff meetings and present on relevant topics.

The Chief People Officer will report directly to the CEO.

### **REQUIREMENTS**

The Chief People Officer should have a minimum of 7 or more years of experience in progressive human resources leadership. Demonstrated management capability with broad and deep knowledge of HR functions, policies, and processes, including HRIS applications and analytics. A proven track record of leading change initiatives in a dynamic, growing, fast-paced organization.

A Bachelor/Master's degree in a related field or equivalent combination of education and experience is required.

The successful candidate will fit the below criteria while working in a virtual or in an office environment:

- Enthusiastic about building positive culture and relationships
- An innovative approach to supporting a talented, productive, happy workforce
- Demonstrated ability to create a positive culture characterized by collaboration, creativity, transparency, and credibility.
- Experience developing a strategic vision or experience creating and implementing new initiatives.
- Exceptional communication and interpersonal skills
- Experience handling sensitive and confidential matters with integrity
- Significant experience leading and developing people and teams
- Maintains professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, participating in professional societies.
- Willing to occasionally work outside of traditional business hours
- Works well under pressure while remaining responsive and timely
- Proficient in working with Windows and Microsoft Office Suite

You may be required to travel on occasion to support company activities.

The salary range for this position is approximately \$150,000 - \$200,000 depending on experience. Gobel offers a competitive starting salary and the opportunity to earn an annual bonus. In addition, Gobel Group offers full benefit and retirement programs.

The anticipated start for this position is November 2021.

If interested, please forward cover letter, resume, and salary history to Liz Landis at [elizabeth@gobelgroup.com](mailto:elizabeth@gobelgroup.com).