

# Rising Ground

## SVP, Human Resources

New York, USA

## Background

Driven by the belief that each of us can thrive when life has hope and opportunity, Rising Ground provides caring support and proven paths to positive change, helping children, adults, and families rise above adversity. Rising Ground supports children who have suffered abuse and experienced trauma; parents and caregivers who are limited financially; juvenile justice-involved youth; children and adults living with mental and behavioral health challenges and/or intellectual/developmental disabilities; homeless youth; individuals and families facing challenges such as domestic violence, substance abuse, or mental illness; foster care youth; unaccompanied migrant children; and children living with emotional disorders, learning disabilities, and autism.

With an annual operating budget of over \$131 million and a staff of 2,000 Rising Ground works with 25,000 individuals and their family members each day through a continuum of 50 mental health, juvenile justice, foster care, early childhood, special education, and intellectual/developmental disabilities programs at 71 sites. Committed to staying ahead of the needs of their ever-changing community, Rising Ground focuses squarely on the individuals and families they serve to help them achieve the best results for themselves by building on a foundation of solid evidence-based programs and incorporating ongoing innovation to make Rising Ground's services ever stronger.

In every aspect of their work—from governance and financial management to their inclusive organizational practices—Rising Ground lives by four key principles: accountability to all stakeholders, program sustainability, operational transparency, and a continued commitment to learn. Rising Ground's aim is to provide the maximum positive impact for the exceptional individuals, parents, friends, and professionals they serve and to have a positive impact on the community at large.

To learn more about Rising Ground, go to <https://www.risingground.org/>.

## Position

Reporting to the Chief Operating Officer (COO), the Senior Vice President, Human Resources (SVP) will lead the execution of a strategic vision for Human Resources that closely aligns with Rising Ground's mission, vision, values, and strategic objectives. They will partner with executive leadership and the Human Resources team to implement the HR strategy throughout the organization and its programs, focusing on workforce planning, talent recruitment and retention, employee wellness and satisfaction, employee relations, compensation, and benefits.

The SVP will directly oversee 2 Human Resources professionals and will be responsible for a full team of 15 additional HR professionals. They will be responsible for structuring, leading



and mentoring the HR team to ensure that all aspects of Rising Ground's HR operations are responsive, efficient and effective, with a strong customer service orientation.

The ideal candidate will have a strategic mindset, with the ability to optimize HR systems and processes, with a focus on continuous improvement. They will be eager to identify and implement creative solutions within an ever-changing environment, ensuring that human resource initiatives are meeting the needs of Rising Ground, its staff, and the families it serves.

This is an exciting opportunity for an energetic, highly collaborative and resourceful human resources professional to both refine existing, and develop new initiatives and programs, that will meaningfully impact staff throughout Rising Ground.

## Responsibilities

### Strategy and Leadership

- Collaborate with executive leadership to define the organization's long-term mission and goals, identifying strategies to support this mission through talent management
- Establish a physical presence, build relationships and trust with employees across programs and at all levels of the organization, serving as a trusted and reliable leader on all HR matters
- Assess all aspects of human resource structure, culture, policies, and programs, for relevance to organizational mission and future needs. Make recommendations for improvement across all HR functions to meet shifting internal and external conditions
- Execute the human resource strategy in support of the overall strategic direction of Rising Ground
- Provide human resource expertise, guidance, support and decision-making, keeping the Chief Executive Officer and executive leadership team informed and aware of key human resource issues affecting the organization
- Partner with the COO and Human Resources team to optimize existing team structure to support efficiencies and meet the needs of the organization
- Provide leadership, mentorship and guidance to the human resources team, assisting in the resolution of human resources, compensation, and benefits questions, regulations, and other human resources issues, ensuring the team can effectively address the challenges of a large and diverse organization
- Develop and implement a plan to use data and Key Performance Indicators to assess effectiveness of the organization's human resource and talent management functions; assess the organization's success and market competitiveness based on those metrics

### Administration

- In collaboration with the COO and management, review Rising Ground's human resources policies and practices; formulate, develop, write, and amend policies and procedures; communicate and interpret policies to all staff
- Draft, implement and manage the overall budget for the human resources department
- Research, develop, and implement competitive compensation benefits performance appraisal, and employee incentive programs
- Identify and implement creative technology solutions to allow for more efficient and effective human resources administration
- Oversee the operations of the Human Resources Department through creation of systems to streamline work processes, increase efficiencies and improve the overall employee experience working with HR
- Oversee benefits administration including compliance with appropriate state and federal legislation, obtaining competitive pricing, identifying new or alternative programs, and training staff on new benefits
- Develop and maintain key relationships with human resources vendors and external partners who will support the human resources strategy

### Talent Recruitment and Retention

- Oversee compensation and promotion practices to ensure equitable compensation and support recruitment and retention
- Identify, develop, and implement competitive benefits, performance appraisal, and employee retention programs to attract and retain the best talent
- Support departments to recruit the best-qualified candidates
- Oversee Employee Wellness program for organization and its staff; identify and create metrics for assessing program success and to support quality improvement

### Employee Relations and Compliance

- In consultation with legal counsel, guide and direct supervisors and employees concerning employment laws, rights, and obligations; serve as liaison between supervisors and employees; investigate and seek to resolve employee concerns and perform full range of employee relations functions
- Maintain knowledge of and ensure compliance with employment, benefits, insurance, safety, and other laws, regulations, and requirements
- Oversee and respond to all Human Resources internal and external audit activities and subsequent compliance that may result; ensure required, accurate, and successful reporting to regulatory agencies

- Anticipate and resolve complex employee relations problems and questions in an economical and equitable manner compliant with legal regulations and business practices, collaborating with General Counsel as needed

## Qualifications

- A Master's Degree in Human Resource Management or a related field with a minimum of 10 years experience in senior HR management is preferred, or a Bachelor's degree in a related field and 10 years of progressively responsible experience in Human Resources Management or a related field, with at least three years of experience in a supervisory capacity
- Alignment with, and excitement about the mission and vision of Rising Ground
- Demonstrated experience executing new, innovative, and strategic HR initiatives
- Experience and commitment to building and working within a diverse, equitable, and inclusive community
- Demonstrated experience as an effective strategist and operator, with a track record of successful execution of human resources programs and operations at an organization with a large, multi-site workforce
- Proven ability to act as a thought partner and collaborator, particularly with executive leadership team; can cultivate strong relationships and partnerships at all levels within an organization to achieve results
- Deep expertise in building, growing, and managing an effective HR team
- Skilled at designing and building robust structures and procedures to improve and make more efficient HR operations across the organization
- Track record of navigating and leading through organizational change
- Adept at shifting priorities when needed and working in a fast-paced environment
- Working knowledge of regulations and laws governing New York and national employment
- The ability to manage difficult situations with tact and diplomacy
- Experience working and collaborating with labor unions
- Knowledge of human resources best practices, employment law, employee relations, and compensation/benefits
- Strong computer skills, including strong experience with HR software (i.e., ADP, etc.)
- SHRM certification is preferred

## Work Conditions

- This position requires travel throughout our regular sites and programs in the greater New York City area
- Please note: this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change with prior notice

## Salary and Benefits

Salary for this position is \$190,000 plus a comprehensive benefits package.

## DEI Statement

Rising Ground welcomes applicants from all backgrounds and walks of life, as is reflected in our mission for equity and inclusion. Rising Ground is proud to be an equal opportunity employer and is committed to providing equal opportunity for all employees and applicants. Rising Ground recruits, hires, trains, promotes, compensates, and administers all personnel actions without regard to race, color, religion, sex, pregnancy, gender identity, national origin, age, mental or physical disability, ancestry, medical condition, marital status, military or veteran status, sexual orientation, or any other status protected by applicable law.

This position description is based upon material provided by the Rising Ground, an equal opportunity employer.

To apply for this position, please click [HERE](#).

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