



POSITION TITLE: Director of Talent

ORGANIZATION: REDF | Investing in Employment and Hope
www.redf.org

REPORTING RELATIONSHIPS: Reports to the CFO

LOCATION: San Francisco, CA

OUR CLIENT: REDF knows the power jobs can have in transforming lives and communities. They believe the opportunity to work should be available to everyone, everywhere.

This innovative organization works at the intersection where market forces meet social impact. They are funders and business experts who provide money, know-how, and access to networks to help build and grow social enterprises – mission driven businesses focused on hiring and assisting people who are willing and able to work, but have the hardest time getting a job.

As a result, thousands of people have found jobs and hope, and the 97 social enterprises REDF has invested in have earned more than \$165 million in revenue making this a cost-effective way to address chronic joblessness.

REDF is now taking what it has learned and is creating a community of social enterprises, funders, businesses, and government entities that will partner to develop a national movement that will have the potential to create thousands of jobs and fundamentally transform pathways into the workforce.

OVERVIEW OF THE LEADERSHIP POSITION: The Director of Talent is responsible for providing strategic and operational leadership to recruit, develop and sustain a passionate, innovative and collaborative team of highly motivated professionals.

She/He will provide leadership for creating an environment in which staff is engaged, valued and developed. The DOT needs

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to be hands-on and tactical, a real doer and multi-tasker with a roll-up your sleeves work style. The staff of the department consists of an HR administrator (40-50%) that is shared with facilities and operations.

KEY RESPONSIBILITIES FOR THE DIRECTOR OF TALENT:

- Oversee organizational planning, programs and processes for talent acquisition (including recruiting and outreach), talent development and talent management (including performance management and employee relations).
- Responsible for continuing the development and implementation of a newly created performance management system with quarterly conversations and check-ins.
- Refine, execute and manage compensation and benefit programs that are competitive in the marketplace and in alignment with the organization's strategy, values and business philosophy.
- Develop and manage HR budgets, including identifying and assessing available resources for professional development and team building purposes.
- Work with the Executive team to lead in the planning and/or design of organizational structure(s) and programs to accommodate the needs of the organization to facilitate and promote a high performing diverse culture.
- Provide proactive support in working with management/staff to resolve work-related issues or problems.
- Create, develop and execute talent acquisition and retention strategies and plans, including recruitment and retention, candidate identification and selection processes, and diversity and inclusion strategies.

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- In collaboration with other members of the senior leadership team, develop and execute a coordinated approach to professional development and talent management that fosters a culture that promotes learning and development.
- Design and implement integrated talent management solutions including: coaching, individual development planning, talent reviews, succession planning and leadership development.
- Participate in professional development activities and stay abreast of best practices, maintaining networks with expert resources that can be utilized for leadership and staff development.

QUALIFICATIONS AND CHARACTERISTICS:

- Five to eight years of progressive leadership experience in Human Resources with a focus on recruiting, developing and retaining talent.
- Current knowledge and experience of best practices for performance management systems and employee benefits trends and issues.
- Recruitment knowledge and expertise with a track record in creating and executing strategies that result in developing and sustaining a diverse employee base.
- Experience in building and executing programs designed to improve the work experience of a highly qualified and motivated professional staff.
- Successful experience working as part of a passionate, motivated and fast-moving team while working effectively with persons from diverse cultural, social, and ethnic backgrounds.
- Ability to communicate and represent the vision and values of REDF.

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- Strong interpersonal skills; diplomatic and collaborative work style.
- Knowledge and experience of Human Resources Information Systems.
- Track record of working at the tactical level on HR projects while maintaining a strategic focus.
- Works well under pressure and adapts to changing situations and priorities. Good judgment and consensus building skills.
- Warm, welcoming, and approachable.
- Self-confident, diplomatic and tactful.

EDUCATION: Bachelor's degree required. Advanced degree highly desirable.

COMPENSATION: An attractive compensation and benefit package will be provided to the successful candidate.

PROCEDURE FOR CANDIDACY: Please email resumes to:
Azzani Search Consultants – tazzani@azzanisearch.com

REDF is an equal opportunity employer and is committed to a policy of equal treatment and opportunity in every aspect of its relations with staff members and prospective employees, and will not discriminate against applicants for employment because of race, creed, color, national origin, age, disability, marital status, sex, or sexual orientation. REDF encourages employment applications from people who are representative of the culturally and ethnically diverse communities REDF serves. Pursuant to the San Francisco Fair Chance Ordinance, REDF will consider for employment qualified applicants with arrest and conviction records.