

Let's Go, Triangle!

Triangle Transit is now



Triangle

GoTriangle is a public transportation organization that provides a variety of ways residents can travel from place to place throughout the various communities comprising the Research Triangle (Durham, Orange and Wake counties NC). Our community is experiencing phenomenal growth and is often ranked as one of the most desirable places to live in the United States.

In order to parallel the growth of our communities as well as the progress of our organization, we seek an individual to lead the Human Resources function.

DIRECTOR OF HUMAN RESOURCES

The Director of Human Resources is an Executive level position requiring a wealth of strong leadership, creative skills and the ability to communicate within all levels of the organization. The position manages the Human Resources Department staff and provides a full range of Human Resources essential functions: benefits administration, compensation, training and development, HR information systems administration, talent acquisition, and workforce development. The position reports to the General Manager of GoTriangle as an HR Business Partner, engaged in all aspects of the operation as they relate to human capital needs.

RESPONSIBILITIES INCLUDE (BUT NOT LIMITED TO):

- Collaborating with department leaders on the development and implementation of human resource initiatives designed to support agency strategic goals, diversity initiatives and objectives.
- Planning, developing, organizing, implementing, directing and evaluating the organization's day-to-day human resource function and performance, including oversight of recruitment & retention, compensation & benefits, HR Information Systems, records management, employee relations, dispute resolution, organizational development and administrative services.
- Developing appropriate policies and programs for the effective management of people resources in compliance with applicable laws, statutes and regulations.
- Evaluating and advising on the impact of long range planning of new programs/strategies and regulatory actions as these items impact the attraction, motivation, development and retention of people resources.
- Leading the annual development of an organizational plan to meet GoTriangle's human resource needs.

- Assessing the human resource function, structure/team and planning for continual improvement in the efficiency and effectiveness of the group in providing services to internal and external customers.
- Establishing and securing approval of goals and programs for human resources with broad latitude for decision making based on identified performance metrics.
- At the General Manager's discretion, serving as the chief spokesperson for employee discussions and chairperson of various internal employee groups. Also serving as agency liaison to various community and civic organizations.
- Promoting and modeling agency values, including safety, diversity & inclusion, team work and fiscal responsibility.
- Complying with federal, state, and local legal requirements.
- Maintaining updates on state, regional, and local trends in wages and benefits.
- Providing counsel to managers involving employee discipline, suspension and termination.
- Performing duties as assigned.

The qualified candidate holds a Bachelor's degree from an accredited four year university/college with an emphasis in Human Resources or a related field. Master's degree and/or additional graduate/certificate coursework/training a plus. Additionally, the candidate is required to have ten years of progressively responsible Human Resources Management experience in a public sector environment; experience in a transit environment preferred but not required. Comprehensive knowledge of Employment Law, Human Resources Best Practices, and pertinent federal legislation as it pertains to ADA, FLSA; DOL; FMLA; Worker's Compensation, and Affordable Care Act is also required. The candidate should have the ability to safeguard confidentiality, strong oral/written interpersonal and presentation skills, and the ability to adopt relevant program objectives that align with organizational goals. Lastly, the candidate should have thorough knowledge of personal computers and various software programs and the ability to learn new technology. Salary range is \$79,658 - \$143,338 and a comprehensive benefits package is offered.

Qualified applicants can email cover letter and resume to jobs@gotriangle.org.

No phone calls or 3rd party solicitations, please. EOE.