



## Milwaukee County Department of Human Resources Chief Human Resources Officer

### **Company Description:**

Milwaukee County, encompasses Wisconsin's largest metropolitan area including the City of Milwaukee and 18 other municipalities. The County employs over 4,000 professionals serving diverse needs of the community by providing an extensive, vibrant park system and zoo, affordable, convenient and well-maintained airport and mass transportation systems, and comprehensive public safety and human and health services for our children, youth, adults and aging communities. Together, the County seeks to be a model government in the way it empowers people and strengthens community.

Today Milwaukee County is, by population, the largest county in the State of Wisconsin and the 47th largest in the United States with 951,448 residents. Located on the shores of Lake Michigan and covering 241 square miles, Milwaukee County is a mixture of metropolitan, suburban, and rural living. Milwaukee County is one of the few fully-incorporated counties in the United States and includes 19 municipalities that range from a large urban center in the City of Milwaukee with 595,047 residents to small villages such as River Hills with a population of 1,597.

Milwaukee County is governed by a county executive, Chris Abele, as the county's chief executive officer, with legislative power exercised by the county board of supervisors, generally through the enactment of ordinances and the adoption of resolutions. Other county elected officials are required by either the state constitution or state statute and include the sheriff, district attorney, clerk, treasurer, register of deeds, judges, and a clerk of circuit court.

For additional information about Milwaukee County, visit their website at <https://county.milwaukee.gov>

### **Position Summary:**

The Chief Human Resources Officer, under the direction of elected county executive Chris Abele, works with other county elected and appointed officials, boards, commissions, and employees. S/he is accountable for providing vision, leadership, management and strategic direction for the development and achievement of the organization's human resources/human capital objectives that advance the County mission. S/he will have the functions of talent management, talent acquisition, leadership development, employee & labor relations, diversity & inclusion, change management, organizational and performance management, compensation, benefits, and retirement services as direct reporting relationships. This position is confirmable by the County Board every four years. Chris Abele, elected County Executive is three years into his four-year term and anticipates reelection. The role is based downtown in the Milwaukee County Courthouse.

S/he will be charged with developing systems that enhance employee engagement and strengthen leaders for an organization of over 4,000 employees in a diverse, multi-function work environment. S/he will be supported

by a team of approximately 60 human resource professionals, with 5 being direct reports. S/he with this team will further the current positive work climate through a continued client-centered approach. As well as building and leading high performing and responsive teams capable of navigating complex compensation schedules, policy and governance models. Further, s/he will serve on and contribute to the County Executive's leadership team.

**What Makes this an Unusual and Exciting Opportunity:**

- **Public Service Affiliation:** This is a public sector job where you will make a difference!
- **Rich History in the Market & Respected Reputation:** Milwaukee County is a Midwestern hub for business, travel, industry, recreation, and culture. A strong sense of community makes Milwaukee County a great place to live, work, and raise a family.
- **Executive Support:** The elected and appointed officials, boards, commissions are composed of an impressive and accomplished set of business leaders, providing support, recommendations and collaboration.
- **Established Human Resources Team:** The predecessor established a human resources team that provides great institutional knowledge and experience. Plus, innovative human capital programs such as centralized onboarding which reduced turnover by 44% are already in place.

**Essential Responsibilities:**

- Lead and further develop the human resources/human capital objectives that advance the County mission.
- Inspire and engage employees and build on a client centric approach, further advancing and building HR's reputation by creating partnerships and relationships.
- Assist in the navigation of market competitive compensation thought leadership.
- Empower and challenge employees to exceed expectations.
- Further define an innovative, strategic human resources/human capital structure that allows for ease of use by all entities.
- Successfully engage with elected and appointed officials, commissions and employees, fostering a culture of transparency throughout the organization.
- Be recognized as a thought leader on human capital.

**Basic Qualifications:**

- At least 10 years of successful senior leadership experience. Experience effectively and positively leading larger teams.
- Experience ensuring compliance with local, state and federal laws, as well as ensuring compliance pertaining to any policy.
- Strong understanding of the strategic role of HR in organizations.
- High comfort level in a public-sector role.
- Proven record of accomplishments in recruitment and retention of a diversified workforce.
- Able to effectively incorporate data in planning and decision making.
- Understands effective compensation planning options that work within a limited entity-wide budget.
- Progressive change management and leadership experience.
- Experience organizing and building teams.

- Effective management and leadership ability, including excellent coaching and feedback skills.
- Advanced organizational communications skills and the ability to use a variety of tools and technologies to support these communications.
- Experience navigating highly complex and/or political work environments.
- Knowledge and experience working in both union and non-union environments.

**Desired Experience and Traits:**

- Flexible, with a customer-service focused mentality
- Courageous, with results-driven, process-improvement focus
- Relational, with ability to build consensus, problem solve, manage projects and build strong relationships
- Strategic, with proven examples from experience
- Creative, especially around talent initiatives
- Passionate about public service
- Ability to work effectively with conflicting priorities, under pressure, able to meet deadlines, maintain objectivity, and work toward making timely decisions

**Educational Requirements:**

- Bachelor's or formal degree encouraged
- Master's or MBA a plus

**Compensation:**

Annual salary and a comprehensive benefits plan with pension

Please submit your letter of interest and resume confidentially via [email](#)