

POSITION

HUMAN RESOURCES DIRECTOR



THE DEPARTMENT

The Human Resources Department for the City of Peoria provides traditional human resources functions for over 1700 full-time and seasonal/part-time employees including four recognized bargaining units. The Department consists of 20 professional and administrative employees and has a \$2.3 million budget for staffing and operations, plus over \$13 million in health and workers compensation self-insurance funds.

THE POSITION

The purpose of this position is to manage citywide human resources and direct the activities of the Human Resources Department. The Human Resources Director leads the Human Resources Department in providing recruitment, classification and compensation administration, benefits administration, employee relations and labor relations, Human Resource Information System (HRIS) support, safety, training and organizational development services to the City's employees.

IDEAL CANDIDATE

Peoria's ideal candidate is approachable, instills trust, and works collaboratively in a team environment. The Director must be politically astute, creative, and an effective communicator. The Director must be a persuasive, confident leader, with an ability to say no when needed and to articulate complex issues in a way that can be understood. This person must be able to manage multiple projects, prioritize and remain focused to achieve results. The Director will value fairness, consistent application of policies, and be able to discern and advocate what is best for the organization. The person must be technically competent in all areas of human resources management, be knowledgeable with HRIS and able to leverage technology to

help streamline processes. The ideal candidate has proven his/her ability to manager as a director or assistant director in a complex local government organization. The person will have working knowledge of all areas of human resources and have a strong background working effectively in a union environment.

POSITION REQUIREMENTS

A Bachelor's Degree in Human Resources, Public or Business Administration or a related field. A Master's Degree preferred.

Minimum of seven (7) years of progressively responsible managerial, supervisory and director level experience within Human Resources.

Professional certification(s) in the Human Resources field; municipal government experience; experience with labor relations, self-insured health plans and worker's compensation trusts preferred.

COMPENSATION

The City of Peoria has established a salary range for the position of \$108,354-\$162,532 annually depending on experience (DOE). The hiring range is \$108,354-\$140,000 annually DOE.

The City offers an excellent benefit package, including a deferred compensation program, ICMA 401(a) and 457 retirement programs, as well as membership in the Arizona State Retirement System. A choice of Blue Cross/Blue Shield medical plans, vision, dental and City-paid life insurance.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.peoriaaz.gov/rocs to apply online.

**Deadline to apply is December 6, 2015.
Interviews will tentatively be held on December 17, 2015.**

PEORIA, ARIZONA

A GREAT PLACE TO LIVE, WORK AND PLAY

Peoria, Arizona is a city on the rise. Located in northwest metropolitan Phoenix, Peoria offers stunning topography and a quality of life which is ranked nationally as among the top 100 places to live in the country according to Money magazine. Peoria has a lot to offer including diverse housing opportunities boasting affordability and master-planned communities, award-winning parks and recreation, and top K-12 public and charter schools, as well as the highly acclaimed Trine University.

LIVE

Peoria boasts 160,000 residents, who in a 2013 Citizen Survey, 98 percent Peoria residents said they would recommend living in Peoria to anyone who asks! To regular vacationers and smart home buyers, Peoria has long been one of the most desirable locations in the Grand Canyon State.

ARTS & CULTURE

Located in the Peoria 83 (P83) Entertainment District, Arizona Broadway Theatre is a professional fine dining theater performing highly acclaimed Broadway shows. The Center for the Performing Arts is located in the City's Old Town area and is the stage home of Theater Works, a nationally recognized community theater.

Looking for an activity that is out of this world? The Challenger Space Center of Arizona is a working memorial to the astronauts that lost their lives in the ill-fated space shuttle Challenger flight. As a premier learning hub, the Center has a unique affiliation with the Smithsonian Institute, offering access to national quality museum exhibits right here in Peoria.

SPORTS & RECREATION

Peoria is ideally located for the sport and recreation enthusiast. Each spring, the Peoria Sports Complex becomes the spring training home to the San Diego Padres and the Seattle Mariners. There are four spring training sites within 10-miles of Peoria, so catching a Cactus League Spring Training game is easy. If you are a fan of the NBA, MLB, NFL, NHL, NASCAR or major college sports, Peoria puts you minutes away from seeing your favorite team or driver.

If you like playing in a park, then Peoria is the place for you! Peoria offers two regionally recognized community parks and 33 neighborhood parks. Rio Vista Recreation Center and Park is a 52-acre park in the heart of Peoria that boasts an urban fishing lake, top notch skate park, volleyball and softball fields, batting cages, ramadas, and a state of the art recreation facility. In the southern part of the city is Pioneer Community Park, an 84-acre facility with athletic fields, 5-acre fishing lake, and a dog park.

Looking to get out and stretch the legs? Peoria has over 25 miles of trails to enjoy. Hike, bike or jog along the New River Trail, or go explore the surrounding desert and see incredible vistas and areas where ancient civilizations once lived.

Peoria offers a unique desert and water experience. Lake Pleasant and Lake Pleasant Regional Park is located in north Peoria. With more than 10,000 acres of water and 13,600 acres of land, this popular attraction is the perfect place for water sports, desert camping, hiking and wildlife watching.

With its beautiful vistas, great schools, outstanding communities and recreational opportunities, you can see why so many people recommend Peoria's quality of life for their family.



City of Peoria

HUMAN RESOURCES

8401 West Monroe Street
Peoria, Arizona 85345
T 623.773.7100

humanresources@peoriaaz.gov