Director of Talent

2121 Electric Road, Roanoke, VA 24018 (on-site)

Apply online at - https://recruiting.paylocity.com/Recruiting/Jobs/Details/4606815
Salary: $77,514.55 - $89,577.75

The Director of Talent oversees all aspects of people management, including talent acquisition, retention, talent development, performance management, benefits and compensation, employee relations, and credit union engagement initiatives. Ensures regulatory compliance with labor laws and regulations, consistent policy application, and hands-on guidance to leaders and employees across the credit union.

We may be a great fit for you if you can fill the following expectations:

Recruiting: Assists with the development and execution of talent acquisition strategies to secure top talent, which consists of partnering with hiring leaders to fully understand staffing needs, as well as creating job descriptions and postings, and supporting hiring leaders with the interview process and hiring decision. Takes ownership of the online application tracking system and ensures compliance during the hiring and onboarding of talent.

Benefits Administration: Directs the administration, compliance reporting, and operational connectivity of all retirement and executive benefit plans, including 401(k), Defined Benefit, 457(b), and executive offerings, ensuring seamless coordination between the Credit Union, TruStage, Valley Wealth Group, and Envestnet.

Talent Development: Provides strategic oversight and direction for all Credit Union learning programs and facilitation methods; leads the design, implementation, and continuous evaluation of interactive classroom and online learning; ensures consistent, high-impact instructional delivery by coaching internal facilitators and subject matter experts (SMEs) to reinforce Credit Union goals and brand standards; maintains relationship with third-party training providers; researches training solutions for Professional Development Program Learning Expectations.

Employment Law: Stays abreast and ensures compliance with government and human resource laws, requirements and regulatory rules pertinent to assigned duties. Provides guidance to employees regarding interpretation and implementation of federal and state requirements and guidelines pertaining to human resource functions. Acts as a liaison with legal counsel or government agencies when necessary.

Requirements

The 'must haves' for this team member to apply:

- Bachelor's degree in Human Resources, or related field, or related experience equivalent to the degree
- Human Resources Certification (PHR, CUHRCP, SHRM-CP, HRCI)
- Understanding of state and federal employment laws and regulations (e.g., FMLA, ADA, EEO and FLSA, AA)
- Understanding of, and experience with, most or all of the core aspects of Human Resource Management, specifically including talent acquisition, engagement and retention, talent development, performance management, benefits and compensation, employee relations
- Leadership experience demonstrated by successful work experience, minimum 5 years
- Ability to demonstrate exceptional interpersonal skills, and maintain effective working relationships with all levels of leadership, employees, members, community leaders, vendors, legal counsel, and government agencies
- Ability to handle sensitive and confidential situations
- Courage to make tough decisions and deliver difficult messages with professionalism, tact and diplomacy
- Efficient within HRIS software, including modules for Time & Labor, HR & Payroll, Performance Management, Recruiting, Onboarding, and Compensation, specifically in the administrator role
- Proficient work experience utilizing Google Workspace, Adobe Acrobat, and Microsoft Office, particularly Excel

What Blue Eagle brings to the table for our team members:

- Quarterly BONUS earning potential
- Immediately begin earning up to 160 hours of PTO per year (4 weeks)
- Paid holidays (an additional 10 days off per year)
- $0 premium health, dental, vision insurance plan options, in addition to a credit union HSA contribution
- 401(k) plan with company match of 100% up to 6%
- Active wellness program with gym membership reimbursements and more!
- Ancillary benefits such as cancer, critical illness, accident, and life insurance options
- Dependent Care flexible spending account
- Mental Health resources
- Community involvement opportunities provide an additional 8 hours of PTO
- Career development
- High-energy team that celebrates personal & team successes