



Are you the HR Leader we're looking for?



VP OF HUMAN RESOURCES

ABOUT US

At Plymouth Housing, we transform lives. We're one of Seattle's largest and most respected non-profits. We develop and operate permanent, low-income housing for single adults who have experienced chronic homelessness. Our mission is to eliminate homelessness and address its many causes by preserving, developing, and operating safe, quality, supportive housing and by providing adults experiencing homelessness with opportunities to stabilize and improve their lives.

We're experiencing unprecedented growth. We own and operate 15+ buildings in the downtown Seattle corridor, providing permanent homes with on-site services to over 1,100 people annually. Our ambitious development pipeline includes four new properties in the next year and expansion beyond Seattle. As part of our strategic vision, we are building behavioral health services and transforming our systems for rapid growth and the changing needs of residents.

Residents and staff come from a broad range of backgrounds and lived experiences. We provide services aligned with *Housing First*, *Harm Reduction*, and *Trauma-informed* principles. We have embraced our journey toward becoming an anti-racist workplace that champions diversity, equity, and inclusion in all its forms for employees, residents, and our community. We are passionate about and lead from our values.

ABOUT THIS OPPORTUNITY

We're looking for a strategic, innovative and collaborative Human Resources leader to guide us during this dynamic period of expansion and growth.

Reporting directly to the Chief Operating Officer, you will provide strategic leadership as part of the executive team, while overseeing all facets of our HR function. You will work in close collaboration with our CEO and VP of Diversity, Equity and Inclusion, cultivating a high-performance, people-centered culture based on our mission, vision, and values. Key responsibilities include:

- **Executive and strategic leadership**, setting HR strategy and guiding the organization, the executive team, and the Board through upcoming rapid growth and development in alignment with our strategic plan.
- **Inspiring operational leadership**, driving innovative systems and practices across talent management, change management, performance management, training & development, labor relations, and compensation.
- **Attracting and retaining a diverse workforce**, partnering with the VP of DEI and playing a vital role in our expanded efforts in this area.
- **Organizational development and relationship building**, ensuring respectful, collaborative HR team performance and support and development for teams across the organization, while building trusting and cooperative relationships internally and with our community partners.

Our Values



We create a safe and inclusive community.
We demonstrate trust.
We advocate for equity in housing.
We serve with empathy and compassion.
We help each other thrive.



ESSENTIAL QUALIFICATIONS

Education: Master's degree in human resources, public administration, business administration, organizational management or a closely related field OR an acceptable equivalent of education and experience.

Required Experience: Minimum seven (7) years' increasingly responsible human resources experience with at least four (4) years of senior/exec level experience in mid-size organizations, preferably in non-profit housing or behavioral health.

Knowledge, Skills & Abilities:

- Deep technical Human Resources expertise across best practices, HRIS, key metrics and reporting, employment law, labor relations, employment policy, organizational development, and change management.
- Strong strategic thinking, planning and analytical skills, with a focus on measurable results.
- Adept at relationship building and collaboration with all levels of staff, community partners, and others.
- Ability to lead and thrive in a dynamic environment of change, challenge and multiple priorities.
- Practical experience planning and driving organizational transformation as it relates to staffing, workforce development and organizational culture.
- Ability to listen effectively, learn quickly, and lead adaptively to deploy HR resources to address issues as they arise.
- Perseverance in tackling tough decisions with creativity and reasonable risk-taking.
- Patient, thoughtful, and clear verbal and written communication skills, including facilitation, mediation, and presentation skills.
- Extensive knowledge of federal, state, and local employment regulations and laws.

Personal Characteristics: Integrity, inclusiveness, attention to detail, agility, drive, a sense of humor, grace under pressure, ingenuity, and a mutual respect for co-workers.

COMPENSATION & BENEFITS

- Annual salary of \$178 - 203k, commensurate with experience.
- Position is primarily located in our offices at 2113 Third Avenue in Seattle, WA, with some remote work flexibility.
- Competitive benefits package including generous health, financial, and PTO programs.

Interested in applying?

Please view the [VP of HR position description](#) for full requirements and instructions on how to apply.

This position closes March 12, 2023.

Employment and benefits information can be found at PlymouthHousing.org/benefits-staff.

General questions?

Please contact our search consultant, Joseph Wahl, with Wahl & Associates, at Joseph@wahlandassociatesllc.com.



Wahl & Associates, LLC