POSITION TITLE: SVP, People & Culture
REPORTS TO: Chief Executive Officer
JOB CLASSIFICATION: Full Time / Exempt
LOCATION: New York, Washington DC, Chicago preferred

The Organization:
What We Do
With residents and partners, LISC forges resilient and inclusive communities of opportunity across America – great places to live, work, visit, do business and raise families.

Strategies We Pursue

• Strengthen existing alliances while building new collaborations to increase our impact on the progress of people and places.
• Develop leadership and the capacity of partners to advance our work together
• Equip talent in underinvested communities with the skills and credentials to compete successfully for quality income and wealth opportunities.
• Invest in businesses, housing, and other community infrastructure to catalyze economic, health, safety and educational mobility for individuals and communities.
• Drive local, regional, and national policy and system changes that foster broadly shared prosperity and well-being.

Over 40 years, LISC and its affiliates have invested approximately $24 billion in businesses, affordable housing, health, educational mobility, community and recreational facilities, public safety, employment, and other projects that help to revitalize and stabilize underinvested communities. Headquartered in New York City, LISC’s reach spans the country from East coast to West coast in 38 markets with offices extending from Buffalo to the Bay Area and in 2,400 rural counties across 49 states and Puerto Rico. Visit us at www.lisc.org.

Position Overview
As a member of the Senior Leadership Team, the Senior Vice President, People & Culture is responsible for overseeing the development and execution of a value-added human capital strategy in support of LISC’s overall mission, vision, business strategy, and core values. The SVP, People & Culture oversees and directs the organization’s human resources functions including talent management, change management, organizational performance management, employee engagement, training, learning and development, benefits, succession planning, internal communications and culture initiatives. The SVP, People & Culture also serves as the leader and champion of diversity, equity, inclusion, and justice (DEIJ), ensuring equitable and inclusive operations and programs, and a supportive organizational culture.
Responsibilities and accountabilities of the role

People Strategy
- Translate business strategy into people strategy, driving solutions that meet evolving people, talent, and business challenges.
- Stay current on internal/external best practices (incl. benchmarks) and actively pursuing efforts to achieve performance improvement across the People function.
- Leverage various feedback mechanisms to benchmark performance and identifying opportunities and plans to improve performance and address performance gaps.
- Leverage best practices across systems, processes and policies that impact the overall People experience.
- Lead effective change management efforts during execution of internal initiatives and programs to ensure impactful, timely and aligned internal communications that drive success.

Talent
- Lead the talent development planning process including the identification, assessment and prioritization of initiatives and solutions to resolve strategic and operational talent issues.
- Oversee the execution of the people strategy including translating strategy into operational goals and objectives, planning, and prioritizing initiatives, implementing innovative programs and strategic initiatives and leading change management efforts.
- Develop a comprehensive approach to employee onboarding, development & retention (including competitive compensation, benefits & retirement plans), career growth paths & succession planning, employee development, and training and learning opportunities.
- Coach peers on the LISC leadership team on what great people leadership looks like and supports them in the cascade of the people strategy in their teams.

Diversity, Equity, Inclusion, and Justice (DEIJ)
- Lead DEIJ efforts to: attract and develop diverse talent; grow employee education, awareness, conversation, and competency.
- Create an inclusive culture where differences are celebrated, and all belong and thrive.
- Work in strong collaboration with business stakeholders to drive progress towards diversity, equity, inclusion and justice goals and objectives.

Culture
- Foster a culture that inspires commitment to the mission and values of LISC.
- Ensure employees are engaged, recognized, valued, and supported. Develop and implement strategies to elevate employee engagement.
- Build a competitively superior organization through attracting, developing, engaging, and retaining talent. Ensures people with the right skills and qualifications are in the right role, at the right time, to meet business need.
Play a leadership role in assessing current work environment, identifying desired goals, and leading programs / initiatives to drive progress.

**HR Operations**
- Supervise HR operations, providing guidance on day-to-day HR operational issues.
- Oversee primary HR functions, including payroll and benefits administration, workforce relations, performance evaluations, addressing disputes and grievances, and turnover/retention management.

**Knowledge and Experience:**
- Bachelor’s degree from an accredited college or university in Human Resources Management, Business, Organizational Science, or a related field; equivalent experience can be considered as proxy
- Advanced Human Resources certification, such as SPHR or SHRM - SCP, preferred
- Minimum 15 years progressive experience leading people strategies and applying people policies, procedures, programs, and processes
- Experience interacting with executive leadership
- Experience workforce planning, succession planning and career development planning
- Knowledge of federal and state labor law and regulations
- Experience with change management and process improvement techniques

**Skills and Attributes:**
- Proven ability to be forward-thinking and initiative-taking, projecting an approach that is viewed by clients, at all levels, to be confident, thoughtful, strategic, consultative, inclusive and valuable to the organization’s success
- Ability to think strategically while also maintaining a strong grip on the day-to-day priorities and details
- History of partnering, building relationships, and teamwork within a matrix environment to provide insights and drive improvement in the employee experience and business results
- Ability to maintain confidentiality, tact, and diplomacy
- Strong business knowledge and financial acumen
- Strong analytical, critical thinking, problem solving, judgment, negotiating, influencing, and decision-making skills
- Strong leadership and management skills, together with a team first, collaborative approach

**Travel:** Some domestic travel required, estimated at ~15% annually

**To Apply:** Submit cover letter and resume to: lm McIntosh@lisc.org. Please include “SVP, People & Culture” in the subject line of your email.

We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.

**LISC IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO DIVERSITY, EQUITY, INCLUSION, AND JUSTICE**