



Job Title: Chief People and Experience Officer
Department: People Operations
Reports to: President and CEO
Location: Hybrid
FLSA: Exempt
Salary range: \$217K to \$250K*

**New hires are typically brought into the organization between the minimum to midpoint of the salary range posted depending on qualifications, internal equity, and the budgeted amount for the role.*

Vibrant Emotional Health's groundbreaking solutions have delivered high quality services and support, when, where and how people need it for over 50 years. Through our state-of-the-art technology-enabled services, community wellness programs, and advocacy and education work, we are building a society in which emotional wellness can be a reality for everyone.

Position Overview:

The CPEO is a mission-oriented and business minded leader who will set the vision and direction for attracting, engaging, developing and retaining Vibrant personnel and embedding a talent-focused culture through the entire organization. This will include implementing the foundational processes and policies to support a diverse and anti-racist workforce. The CPEO will lead collaboratively, working with and through other organizational leaders to bring people insights and strategies to cross functional stakeholders. The CPEO will play a key role in cultivating a culture centered on Vibrant's core values while ensuring equitable practices empowering staff to reach their fullest potential.

As the top people strategist, the responsibility of the CPEO will be to manage the human capital while leading a high-performance culture and creating a positive, accountability-based work environment. As part of this role, the CPEO will be expected to provide creative and insightful solutions to critical HR issues and advise other members of the executive team accordingly. Broad-based knowledge of HR programs and strategies are highly important, as is the ability to bring a holistic, strategic approach to the entire employee lifecycle from the early stages of attraction and on-boarding through career development, learning, training and performance management/assessment.

Duties/Responsibilities:

- **Executive Leadership:** Serve as a key member of the Executive Leadership Team, responsible for the organization's overall talent and culture strategy. Partner with other senior leaders in developing transformational talent agenda designed to recruit, develop, and retain the very best talent. Develop the vision, strategy, and plans that support a progressive culture, including through policies, practices, and systems in collaboration with Vibrant leadership.
- **People Operations Team Leadership:** Build a strong culture of collaboration, trust, and credibility within the team and across the organization. Intentionally and authentically build relationships at all levels of the organization, across departments and programs. Build and lead the People Operations team to build out the systems, processes and technology infrastructure needed to support a robust and effective HR team and function. Provide overall leadership and guidance to the function including: talent acquisition, onboarding, career development, succession planning, retention, training, leadership development, compensation, and benefits.
- **Vision and Drive for a Comprehensive Culture Strategy:** Protect and uphold the mission and values of the organization. Build on the organization's commitment to diversity, equity, and inclusion with a focus on building a shared vision for a cohesive, anti-racist work organizational culture. Deeply engage stakeholders at all levels of the organization to determine the vision for Vibrant's culture, consistent with the goal of fostering a culture centered on Vibrant's core values during a time of evolution and growth, both internally and in the marketplace.

Other Responsibilities

- Translate employee and organizational needs into HR approaches that are simple, relevant and add value. This involves continuously reviewing what we do, why and how, ensuring our processes/strategies are appropriate given our size and expectations of the business.
- Create a compelling talent management function to recruit, motivate, train, and develop high quality talent in all segments and organization functions. Maximize the efficiency, quality, diversity, and cost effectiveness of the recruiting process.
- Develop internal communications strategies that are equitable, diverse, inclusive, and accessible – enabling staff to feel connected to the organization and its mission. Present and effectively communicate talent and culture strategy to the Executive team and the Board.
- Collaborate with and advise senior leaders on organizational effectiveness, onboarding, talent development, and succession planning, including reinvigorating the organization’s performance appraisal efforts.
- Assist senior leadership in productive and innovative workforce planning strategies that encourage collaboration, build trust and effectively allocate resources.
- Anticipate key organizational issues and ensure that exceptional human resource consultancy services are delivered to all managers and team members.
- Leverage data and analytics to increase employee engagement and maximize audience service.

Required Skills/Abilities:

- **Mission & Values Alignment:** Deep belief in the mission and vision of Vibrant Emotional Health, its commitment to DEIB and building an anti-racist organization. A commitment to work with individuals and families to help them achieve mental and emotional wellbeing. Alignment with our core values: Excellence, Integrity, Belonging, and Wellbeing.
- **Executive & Organizational Leadership:** Phenomenal organizational leader with a track record of working with and through other executive leaders and members of an organization to drive culture change at the organizational level, preferably in an organization experiencing significant growth or change. Leadership experience must include effective change management, vision setting, and innovation, and setting clear priorities, goals, and road maps at the enterprise level and for teams.
- **Team Leadership:** Adaptable team leader with proven ability to manage and develop a thriving team at various levels. Astute driver of strategy, including managing teams through strategic pivots and changes. Able to engage and collaborate professionally with all levels of staff, board members, and constituencies. The CPEO will have the ability to establish credibility at all levels of the organization, possess a strong leadership profile and exceptional communication skills.
- **HR Expertise:** Strategic Human Capital Leadership: Technical depth in all areas of HR, including talent strategy, talent management/acquisition, organizational development/design, culture creation, employee relations/engagement, total rewards, and HR operations/technology. The ideal candidate will bring a successful and progressive track record of HR positions within action-oriented organizations characterized by collaboration and a strong focus on service. A track record of envisioning and operationalizing enterprise-level talent strategy at a growing organization. Demonstrated track record of utilizing metrics and analytics to inform and influence decisions. Strong listening and communication skills, and expertise in growing and developing employees.
- **Culture & Change Leadership:** Deep experience leading the evolution of systems and processes to advance culture change during times of growth. Experience engaging with diverse staff and leadership to promote trust, teamwork, collaboration, and engagement across departments and levels of leadership as a diplomatic and effective influencer.



Outstanding, transparent communicator with the ability to support effective internal communications. Demonstrated experience evaluating and meaningfully improving the culture of an organization.

Required Qualifications:

- 15+ years of progressive experience in areas of human resources, training, compensation and benefits administration, in a similar senior or executive leadership role
- Significant HRIS Technology knowledge
- Advanced Degree (Masters or JD) in related field preferred but not required
- Experience in building a strong, highly skilled and engaged workforce
- Executive Partnerships
- Regulatory experience
- Knowledge of employment and labor law (including, collective bargaining, ADA, FMLA, FLSA, etc.)

Excellent comprehensive benefits, including medical, dental, vision, supplemental income insurance, pre-tax transit/parking, pre-tax FSA for medical and dependent care, and 401K available. 4 weeks' vacation, plum benefits, etc.

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they are able to perform every task in the job description. We are most interested in finding the best candidate for the job, and that candidate may be one who come from a less traditional background. Vibrant will consider any equivalent combination of knowledge, skills, education and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Vibrant Emotional Health is an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed service member status, race, creed, color, religion, gender, gender identity, sex, sexual orientation, citizenship status, national origin, marital status, age, physical or mental disability, genetic information, caregiver status or any other category protected by applicable federal, state or local laws.

"Please be aware that fictitious job openings, consulting engagements, solicitations, or employment offers may be circulated on the Internet in an attempt to obtain privileged information, or to induce you to pay a fee for services related to recruitment or training. Vibrant does NOT charge any application, processing, or training fee at any stage of the recruitment or hiring process. All genuine job openings will be posted on our careers page and all communications from the Vibrant recruiting team and/or hiring managers will be from an @vibrant.org email address"

This role is being sourced by the executive search firm Frederickson Partners. If interested in this role, please submit your information and resume to: Tracy_Cai@ajg.com. Thank you.

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