



## HENNEPIN COUNTY MINNESOTA

# Chief Human Resources Officer

Drive innovation, optimize outcomes and champion diversity, equity, and inclusion for Hennepin County's 9,000+ employees. This position has a broad role and oversees all facets of Human Resources including diversity, equity and inclusion; the future of work; talent engagement and retention; Total Rewards (employee experience); worker's compensation; workforce planning; and workplace safety. This is a significant role in county government and we're searching for a mission-driven, outcome-oriented, and innovative leader.

[Learn more about the position](#)

Contact:

Gary Weiers, DDA Human Resources, Inc.  
612-920-3320 x109, [gary@daviddrown.com](mailto:gary@daviddrown.com)

[Apply now](#)



Hennepin County

300 South 6th Street  
Minneapolis, MN 55487



# Chief Human Resources Officer

## In this position, you will:

- Collaborate with all departments to support mission-critical HR strategies and programming including attraction and retention; employee experience; future of work; diversity, equity and inclusion; and HR Strategy and Operating Model.
- Plan and implement changes to HR policies, practices and systems to align them with the strategic initiatives of the county.
- Focus on desired results and business outcomes; set and achieve challenging goals for the organization with a lens on disparity reduction and the county's core values.
- Develop innovative programs and initiatives to improve the overall delivery and quality of HR services; oversee implementation of modern HR systems technology to improve efficiency of information and services.
- Lead the management team of the HR Department in the planning, development and coordination of HR policies, procedures, goals and objectives.
- Provide overall direction to county departments' HR functions and ensure compliance with federal, state, and local laws and rules.
- Provide county officials and department directors with the HR perspective and implications of their policy directives.
- Advise and make recommendations to the HR board.
- Report directly to the County Administrator.

## Qualifications

### Must have the following:

- Bachelor's degree in human resources or a related field.
- Seven years of high-level management or supervisory experience of professional staff in an HR department or HR division in a similar sized organization.

## Candidates must have the ability to demonstrate position competencies:

### Customer focus

Dedicated to meeting the expectations and requirements of internal and external customers; ability to communicate customer focus to the organization.

### Integrity and trust

Build trust and strong partnerships with directors and executive leadership; participate and provide insight into the dynamics of the executive team and provide feedback. Remain objective in the face of high-stakes conversations and situations.

### Vision and purpose

Communicate a compelling and inspired vision and sense of core purpose for all staff. Improve organization value and performance through innovation. Boost retention and attraction positioning for all staff with HR Total Rewards. Focus on desired results and business outcomes. Take calculated risks to achieve goals and results.

### Relationship management

Ability to develop and maintain effective professional relationships with partners on the county, regional, state and national level, including elected officials and labor organizations; values union involvement in decision making where appropriate. Communicate ideas or positions in a manner that builds support, agreement and commitment.

### Organizational management

Lead strategic enterprise human resources change efforts in response to organizational needs.

### Diversity, equity and inclusion

Foster commitment and build support for a diverse and inclusive organization that represents the residents we serve. Align purpose with core values and disparity reduction, and drive accountability for delivering upon the cultural promise across the organization.

### Leadership

Provide clear, effective leadership to direct reports and the organization; is an experienced, passionate, energetic and visionary leader. Communicate with confidence and assertiveness; ability to link actions back to vision and mission. Ensure that short and long term goals and strategies are in alignment with overall organizational strategy.

### Strategic resource management

Effectively manage resources. Solicit information on organization direction and determine how goals add value for the organization and for customers. Provide the information, training and resources necessary to empower others to make expedient, practical decisions that positively impact the organization as well as successful career arcs for professionals.

## Position location

This position will be performed on-site in Hennepin County, Minnesota, and in flexible workplace as job duties require. The person in this position must reside in the greater Twin Cities area.

## Total Rewards

Hennepin County is committed to a Total Rewards philosophy to attract new talent and retain our skilled and dedicated workforce. This includes meaningful work, competitive pay, generous benefits, work-life balance, and the opportunity to make a positive difference in our community.

### Pay

We recognize performance with competitive pay and commitment to your success.

Salary range: up to \$219,230 annually.

### Culture

We're committed to creating a workplace where you can feel empowered, understand how you fit into the broader picture, and know you're making a difference.

### Benefits

We offer benefits that support health and wellness, help employees plan for the future, and recognize the diverse needs of the workforce.

Our benefits offerings include:

- Comprehensive low-deductible health, dental, and vision insurance
- Pre-tax flexible spending accounts including health care, dependent care and adoption assistance
- On-site paid parking and discounted mass transit pass
- Up to 33 days paid time off, plus 12 paid holidays, paid parental leave
- Defined benefit pension plan with employer contribution, additional retirement plan options, and financial wellness services

### Learn more about benefits

Visit [bridge.hennepin.us](https://bridge.hennepin.us) and select "Guest" to learn more about employee benefits.



# Serving Hennepin County residents

# Life in the Minneapolis-St. Paul metropolitan area

Hennepin County has seven lines of business and fifty departments that are focused on the county's North Star, "Serving Residents." The Human Resources department is in the County Administration line of business. The Chief Human Resources Officer reports directly to Hennepin County Administrator David J. Hough.

The work of all lines of business and departments is strategically focused on reducing disparities that have disproportionately impacted residents in seven interconnected domains: education, employment, income, health, housing, transportation, and justice.

Each of the county's 9,000 employees play a role in advancing the priorities and goals of reducing disparities and creating opportunity for all who live, work and do business here.

The Chief Human Resources Officer will work closely with county administration and all departments to advance county goals and improve life outcomes for all residents.

[hennepin.us](https://hennepin.us)

The Twin Cities metro area offers an unparalleled quality of life that includes diverse communities, exceptional school districts, a vibrant arts/theater/music community, easily accessible natural resources, and six professional sports teams.

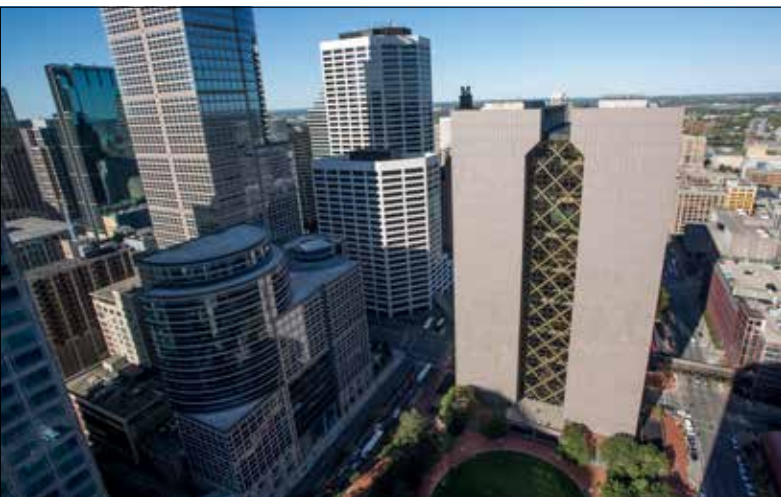
Hennepin County is most populous county in Minnesota with:

- 1.3 million residents
- 45 cities
- \$2.7 billion annual operating budget in 2023
- 126 languages and dialects spoken
- 100+ lakes and the Mississippi River
- 10 Fortune 500 companies

## Don't just take our word for it

- Top 5 best park system in America, The Trust for Public Land, 2022
- #2 best state to raise a family, WalletHub, 2023
- #3 fittest city in US, American Fitness Index, 2022
- #3 happiest state in US, WalletHub, 2022
- #4 best state for health care systems, WalletHub 2022
- Top 20 vibrant arts communities in America, National Center for Arts Research, 2022
- Booming food scene full of James Beard Award nominees, including top Black, Hmong, Native, and Latino/a/x chefs and restaurateurs

Visit [makeitmsp.org](https://makeitmsp.org) and [exploreminnesota.com](https://exploreminnesota.com) to learn more about our communities.



# About Human Resources

Human Resources is a critical component in supporting the county's core values and disparity reduction work as well as positioning the organization to meet the service delivery and internal and external workforce challenges of both today and the future. The department aims to pursue HR operational excellence with optimized processes, measurements, tools, and analytics to improve efficiencies. Hennepin County prides itself on being a trailblazer for public sector employers across the nation, implementing employment best practices that attract and retain well-qualified talent. Several ongoing initiatives include full-cycle recruitment, enhanced DEI programming, and an organization-wide job classification review.

The department's comprehensive areas include business partners and investigations; classification; compliance; diversity, equity, and inclusion; HR administration; organizational effectiveness; people analytics and budget; people and culture; talent acquisition; total rewards; worker's compensation; and workplace safety.



## Mission

We encourage employee career development, cultivate their well-being, and honor their commitment to public service so both residents and employees can thrive.

## Vision

To provide an employee experience that attracts and retains the best talent to serve our residents.

## Fast facts

**2,911**

hires completed in 2022

**33.2%**

employees of color

**129**

budgeted FTEs for HR

**45,024**

job applications received in 2022

**63.0%**

female employees

**9,334**

budgeted FTEs for 2023 countywide

**11,418**

employees completed Advancing Racial Equity training since launch

**380**

pathway graduates hired since 2014

**13**

employee resource groups

## Learn more about the position

Contact:

Gary Weiers, DDA Human Resources, Inc.

612-920-3320 x109, gary@daviddrown.com

[Apply now](#)

