

Hiring a Vice President of Culture and People at an Award-Winning National Company based in Meridian, ID

POSITION: Full-time, Exempt
LOCATION: Meridian, Idaho
SALARY: Executive level - \$150,000+ DOE, plus excellent benefits and bonus package
DEADLINE: Monday, May 20, 2019

Northwest Lineman College (NLC) is seeking a visionary, technologically-savvy trailblazer with an unfaltering desire to take the employee experience to new heights. The successful candidate is a learner and achiever, who is expert in business operations and HR's impact on the bottom line. The VP of Culture and People motivates with integrity and kindness and tackles opportunities with responsible, cutting-edge solutions. A servant leader, they champion our best-in-class culture, interact graciously with individuals at every level, and communicate succinctly, and with impact. Reports to the Chief Culture Officer. Some travel may be required.

Why Northwest Lineman College?

Northwest Lineman College is the country's largest provider of educational services for the line trades in the Power, Gas and Telecom industries. NLC has been setting the benchmark standard of training for pre-apprentice, apprentice, and journey-level linework since 1993. We are a rapidly growing, visionary and innovative employer who genuinely cares about the happiness of our people. That's why we are a six-time "When Work Works" award winner. *We are passionate about training because we change lives and improve safety on a global scale.* We value our customers and thrive in the dynamic world of power and telecom delivery, pushing ourselves to excellence and making work fun.

What you'll be doing:

- Develop NLC's employer brand, implement an exceptional "total employee experience," and further enrich our fantastic culture
- Ensure talent remains a top priority and a major strength of the company while fostering a sense of ownership and accountability throughout the business
- Partner with senior business leaders to understand business strategy, and develop, define, and align HR priorities to support the achievement of business goals
- Promote a culture of engaged growth and professional development by coaching leaders on D&I, employee communication, and development and performance management strategies and tactics
- Oversee the build-out and realization of an effective succession planning program, including providing the tools and resources necessary for optimizing employees' trajectories within the organization
- Research and introduce new tools, technology, and groundbreaking ideas to address strategic, operational, and fiscal challenges from the HR perspective
- Ensure every aspect of recruiting exudes the culture of NLC, providing a happily humane, satisfying, and thought-provoking experience
- Collaborate with D&I team to achieve a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success
- Build efficient and cross-functional talent pipelines
- Leverage technology to improve operational efficiency, enhance the employee experience, and ultimately maximize revenue
- Maintain a robust understanding of NLC's ERP, HRIS, and Payscale analysis tools; analyze national trends, anticipate organizational needs, and when appropriate, present data-based recommendations
- Continually assess and mitigate financial, legal, operational, reputational, safety, and health risks
- Maintain proficient knowledge of HR policies, program, and laws, and implement programs that train leaders to understand and comply with necessary rules
- Address ongoing training requirement related to the maintenance of accreditation qualifications for instructional, operations, admissions, and other staff
- Commit to lifelong learning and engagement with our industry

The success patterns for this position are:

- Bachelor's degree in business, psychology and/or human resources or related field (master's preferred)
- A minimum of ten (10) years' management experience with operational and fiscal responsibilities in an organization with a minimum of 300 employees and \$70 million in revenue
- OR an equivalent combination of experience and education
- Background in workforce development and training
- Leadership experience in adult education and/or the power delivery industry preferred
- Extra points for experience with a publicly traded company

The successful candidate will have the following personal characteristics:

- High level of abstract reasoning, including flexible thinking, creativity, judgement, and logical problem solving
- Quick grasp of business and accounting outcomes and aptitude for P&L analytics and planning
- Ability to initiate and lead continuous improvement efforts in a fast-paced, rapid-change HR environment
- Extraordinary interpersonal, verbal and written communication skills, including the ability to impactfully present and interpret numerical and narrative data at every level of the enterprise
- Makes work fun, with mature perspective that brings lightheartedness and humor into a high-demand workplace
- Ability to “lead from not knowing” and help other leaders to do the same
- Demonstrated skill at applying innovative technological solutions to increase operational productivity, without losing focus on the “human” element
- Strong time management skills, with disciplined self-mastery and ethics so professionalism and “leading by example” are present at all times
- Ownership mindset, driven by a standard of excellence – in short, you will embody the NLC spirit! Not sure what that means? Watch our spirit video here <https://lineman.edu/our-spirit/>

HOW TO APPLY

Please visit our website at <https://lineman.edu/careers> to apply and to learn about amazing benefits. All inquiries and submissions will be kept strictly confidential.

Northwest Lineman College is an Equal Opportunity Employer and six-time recipient of the “When Work Works” award, which recognizes exemplary employers who create effective, flexible workplaces to increase business and employee success.