



RECRUITMENT REDEFINED.

Catholic Charities of the Diocese of Rochester
Chief People Officer
Rochester, NY
<https://cc.dor.org/>

Company Description:

Catholic Charities of the Diocese of Rochester was founded over a century ago to meet the needs of people experiencing poverty and has grown to become one of the largest human service providers in the region.

Today Catholic Charities meets basic needs, advances economic security, pursues housing solutions, strengthens families and children, delivers compassionate mental health and addiction care, welcomes immigrants and refugees, supports individuals with intellectual and developmental disabilities, and more.

Recognizing the importance of transforming systems that contribute to inequity, Catholic Charities is also a powerful advocate for social justice.

Catholic Charities serves people across the 12-county Rochester Diocese as a single corporation with six operating divisions focused on specific geographies or program activities.

Mission: Inspired by the Gospel and rooted in Catholic Social Teaching, Catholic Charities' mission is to build a just and compassionate society to advance the dignity of all people.

Budget size: \$100 million

Employee size: 1,400

Position Description:

Catholic Charities' Chief People Officer is responsible for developing and executing HR strategy in line with core organizational goals, building and retaining an exceptional team of professionals and enabling them to achieve their highest potential.

This transformational leader will be a core partner in strengthening collaboration and consistency across the Catholic Charities organization, driving a systematic approach to HR policy and increasing efficiency in back-office functions. The CPO will manage human resource functions with a cohesive approach, balancing division-level needs while also leveraging corporation-wide scale.

This position requires a mission-focused and results-oriented individual.

Reports to: President & Diocesan Director

Supervisory Responsibilities: 2 Direct Reports (14 total staff)

1. Director of HR – Employee Relations, Training & Recruitment
2. Director of HR – Payroll, Benefits & Onboarding

Responsibilities:

- Steer strategic direction of the organization in the areas of talent management, performance management, training and development, succession planning and compensation/benefits in order to build and retain a team of high performing professionals.
- Lead employees within the Human Resource department to advance the organization's human capital goals, implement best practices, reduce inefficiencies and strengthen collaboration.
- Advance an exceptional company culture.
- Lead mission integration efforts to ensure Catholic Social Teaching is reflected throughout the organization.
- Develop a corporation-wide DEI strategy.

Requirements:

- A BS/BA degree in Human Resources Management, Business, or related field of study; MBA or MA/MS in Human Resources or related field preferred.
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification preferred.
- Success creating and driving implementation of a people strategy for a complex organization.
- Strong analytic skills and experience using data to drive improvement in HR operations.
- 5-10 years experience at the executive level leading people operations (VP, EVP, C-level).
- Demonstrated success leading change in an HR function.
- Proven track record leading Director-level staff.
- Thorough knowledge of employment-related laws and regulations.
- Commitment to the mission and values of Catholic Charities.

Why consider the opportunity?

- Provide the vision to ready the HR function to meet current and emerging challenges, bringing best practices to ensure an optimal level of service.
- Create a people strategy aligned with the overall organizational strategy and provide the organization with an understanding of the ways in which Human Resources will support their efforts to recruit and retain employees who can advance the mission.
- Be a part of leadership team taking a well-established and highly reputable organization to meet future challenges.
- Serve in the top HR position for a \$100 Million organization servicing 1,400 employees.
- Be a strategic partner in taking the team to new levels while serving people in need across 12 counties.
- Be deeply involved in mission integration to help the diverse workforce live out the mission and values of Catholic Charities.

Location: 1150 Buffalo Road Rochester, NY 14624

Rochester is a history-rich Erie Canal boomtown complimented by sources like Kiplinger, Fortune, and CNN Money on everything from being insanely brainy to having an incomparable commute. Residents in the Greater Rochester, NY region get to experience the best of both worlds: the culture of a big city with all the comforts of a small town. Picture a city with miles of lakeshore, a riverfront sprinkled with waterfalls, and a historic canal that flows through the heart of small-town Americana.

For more information, please contact:

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