



UNIVERSITY  
OF  
LOUISIANA  
L a f a y e t t e

# Staff Vacancy

CHIEF HUMAN RESOURCE OFFICER

EEO# BO 25-13

## THE POSITION:

The Chief Human Resource Officer is responsible for providing overall strategic leadership and direction for human resources planning and administration for the University, leading to an employer of choice status for the Institution. The responsible official will be required to guide and manage the overall development and provision of HR services and initiate a high performance culture that emphasizes empowerment, quality, productivity, and development of a superior workforce. The successful candidate will have a vision for the future of the University and be an open and collaborative communicator who has successfully created a client-centered environment that values operational effectiveness. The Chief Human Resources Officer will take a lead role in envisioning, developing, and administering programs to realize the goals of the campus strategic plan.

## QUALIFICATIONS:

- Bachelor's degree (master's degree preferred) in a relevant discipline. Advanced training and/or certification in Human Resources (SPHR or PHR designation preferred)
- A minimum of 10 years of experience in leading and managing complex human resources organizations and activities
- A creative thinker and energetic innovator with the ability to build consensus and collaborate with others
- A thorough understanding and hands-on experience in personnel management and organizational change, knowledge or ability to interpret and apply general principles, federal and state laws and regulations, including EEO, AA, and ADA
- A strategic thinker who is capable of developing and articulating clear and compelling HR strategies
- Demonstrated knowledge of or prior success with employee training and development, and strong customer service delivery
- Must possess strong supervisory, problem solving, negotiation, conflict resolution, and communication skills
- Conversant with demonstrated success in the development, implementation, and maintenance of an ERP system – especially related to HR matters
- Demonstrated commitment to affirmative action, equal opportunity, diversity, and employee assistance
- Experience in higher ed preferred.

## COMPENSATION

Salary commensurate with experience.

## ADMINISTRATIVE UNIT:

The University of Louisiana at Lafayette holds the Carnegie Foundation classification of "High Research Activity." It is Louisiana's second largest university and offers the doctorate in 10 disciplines, 28 master's degrees, 20 post-baccalaureate certificates, and 55 undergraduate degrees. The University enrolls 16,700 students in nine colleges. It is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Information about the Office of University Housing and the University is available at <http://louisiana.edu>

## APPLICATION REQUIREMENT

Applications and nominations will be accepted until the position is filled. For initial consideration, applications should be received by May 9, 2014 by 5pm., and should include: 1) a letter that demonstrates the candidates understanding of the position and how his/her background meets the position criteria, 2) a comprehensive resume.

Applications should be mailed to:

Jerry Luke LeBlanc  
Vice President for Administration and Finance  
University of Louisiana  
PO Box 40400  
Lafayette, LA 70504-0400

Questions may be directed to: Mona Pomier via email: [mpomier@louisiana.edu](mailto:mpomier@louisiana.edu)