

JOB TITLE: Vice President of Talent, Inclusion, and Workplace Culture

The Vice President of Talent, Inclusion, and Workplace Culture is responsible for System-wide planning, developing, and directing administrative policies and procedures directly related to the human resources of the Kentucky Community and Technical College System (KCTCS).

The Vice President of Talent, Inclusion, and Workplace Culture shall be responsible for planning, developing, directing, and implementing system-wide initiatives to promote inclusion, diversity, and pluralism in all of KCTCS' colleges and its System Office.

The Vice President will assist System leadership in establishing the direction for attracting, recruiting, and retaining a workforce representing racial, ethnic, religious, gender, and other diversity in local, state, and national populations. The Vice President will lead and support the implementation of an ongoing classification and compensation/benefits plan that ensures KCTCS employees are recognized and appropriately compensated for their work.

The VP will plan, develop, and implement strategies and programs that lead to a vibrant recruitment program that promotes the inclusion and engagement of prospective and current employees. The strategies should include programs that will create a workplace culture that welcomes, includes, values, and advances the System's employees.

The VP will identify programs and progressive policies that assist employees in easily and comfortably performing their duties to the best of their abilities, and that will encourage advancement of and within KCTCS.

The Vice President will promote programs that meet the changing needs of varied generations in the workplace, assisting employees in all stages of life and careers in accomplishing KCTCS strategic goals and objectives. These programs and policies shall fit seamlessly into the business demands, and student needs inherent of a large complex statewide diverse educational organization.

The Vice President will be directly responsible for training opportunities that advance the leadership and management skills of employees and shall apply the best practices necessary in creating a workforce that is nimble, flexible, and responsive to the changing cultural trends and events that shape KCTCS and its colleges. Training and educational programs offered shall recognize the desires of all employees to work in a safe, inclusive, and nurturing environment that will further the personal and professional ambitions of KCTCS people.

Essential Functions:

- Plans, directs, and collaborates with the President's Cabinet and Leadership Team to assess organizational culture and employee engagement.
- Identifies and implements strategies, initiatives, and programs supporting KCTCS's objectives, vision, mission, and values. These strategies and initiatives include assessing

System Office and college culture, employee engagement, leadership development, and talent acquisition and management.

- Plans and assists in implementing succession planning for the System, recognizing many potential retirements and the changing demographics of society.
- Identifies areas of human resources and other administrative functions that may need or benefit from rightsizing, downsizing, or other adjustments to ensure that the business functions and educational needs of KCTCS students are met through appropriately staffed and managed divisions, departments, and areas.
- Oversees the creation and implementation of efficient and up-to-date enterprise training and professional development programs. Partners with Technology Solutions to implement, sustain, and promote innovative enterprise training platforms.
- Liaises with various peer teams, including College Human Resources Directors and Diversity Directors to move forward the KCTCS strategic plan.
- Supports System Office Diversity initiatives, including the VOICE Committee.
- Works with Colleges in support of approval of their state-mandated Diversity Plans, due annually to the Council on Postsecondary Education.
- Creates and implements effective methods of adapting to new technologies and human capital processes by instituting ongoing organizational change methods and maintaining current and forward-thinking policies and procedures.
- Works directly with other KCTCS areas, such as Administrative Services, Office of the Chancellor, Office of General Counsel, and Technology Services to comply with local, state, and federal employment and diversity statutes, regulations, and ordinances.
- Ensures appropriate and value-added partnerships with schools, colleges, universities, organizations, and associations to build diverse, capable talent pipelines.
- Drives change that aligns with the strategic plans of the System, KCTCS's colleges, and employees that deliver services to its constituents. Change shall include staying current with the diversity of people, culture, and society and implementing programs and initiatives that shall, always, bolster an inclusive workplace that recognizes diversity of thought, life, and practice.
- Leverages relationships to ensure that talent is identified, recruited, retained, managed, and advanced in ways that promote professional and personal well-being.
- Prioritizes fairness, equity, diversity, and inclusivity of all employees at all levels, ensuring that compensation, benefits, perquisites, and other advantages of working at KCTCS are spread evenly and fairly throughout all bands and levels of the organization.
- Provides helpful updates throughout the System and provides vital information to the Board of Regents to ensure that the governing body can assist the KCTCS President in creating a premiere culture of workplace advancement, progression, change, diversity, and inclusion.

Requirements:

The successful candidate must possess 3 – 5 years of executive-level human resource experience and the creative and strategic ability to address complex human capital management and compliance issues across a large, multi-campus distributed higher education institution (or state system of institutions). The VP must have experience designing and implementing effective and efficient programs, policies, and services for a varied workforce operating in a decentralized

environment. The VP of Talent, Inclusion, and Workplace Culture will also possess a proven track record of effective leadership on issues of diversity, equity, and inclusion. At least 3 years should be as a senior leader of an enterprise-wide human resources function at a large, multi-campus complex entity, with a preference for community college or other multi-college systems higher education environment, and a demonstrated expertise in strategic human resource planning. SHRM Certification is a minimum requirement, and preference will be given to candidates who demonstrate a progression of additional higher-level HR or Organizational Development certifications.

Education Requirements: Master's Degree in Human Resources, Organizational Development, Organizational Psychology, or Related Field.

Preferred: Doctorate in Human Resources, Organizational Development, Organizational Psychology, or Related Field.

Experience Requirements: Significant experience of increasing responsibility in leading functions that have specialized in change management, diversity, equity, and inclusion, leadership development, training, talent acquisition, talent development and retention. Experience working with all levels of an organization, including Senior Management, in devising and implementing integrated organization change strategies.

Compensation, Benefits & Additional Information

Competitive base salary and extraordinary employee benefits are available. The position will be primarily based in Versailles, KY (Greater Lexington, KY Area) with negotiable flexibility for partial remote work (remote work is subject to change and is negotiable with the KCTCS President). Anticipated travel: Approximately 15%. **Expected start date is July 1, 2022 or earlier.**

Applications:

To apply, please submit a cover letter, resume/CV with a summary of demonstrable accomplishments, and five professional references to KCTCSVPSearch@kctcs.edu

For full consideration, please apply no later than April 20, 2022

For questions or general inquiries about this job opportunity, including the anticipated salary range, please contact:

Julie Golder, J.D., Vice President of Search Services, Association of Community College Trustees, 202.775.4466 - jgolder@acct.org