

DIRECTOR OF HUMAN RESOURCES

City of Grand Rapids, MI



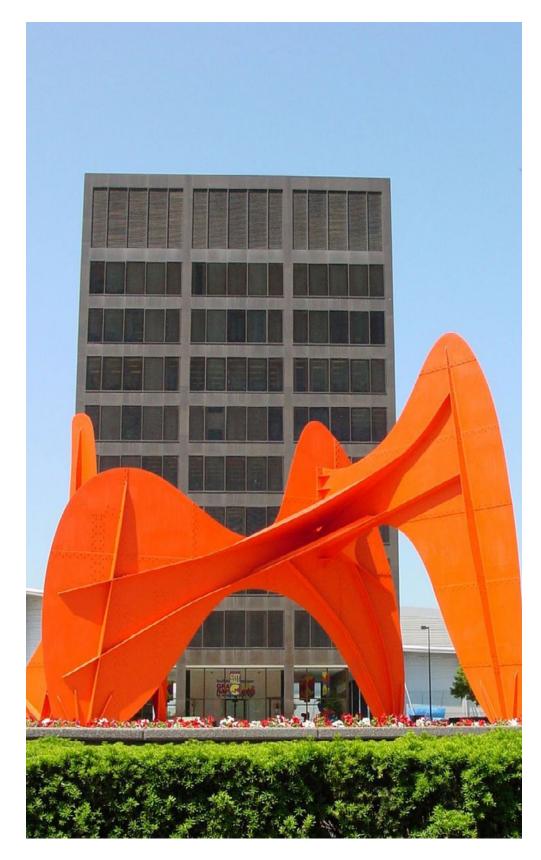
The Community

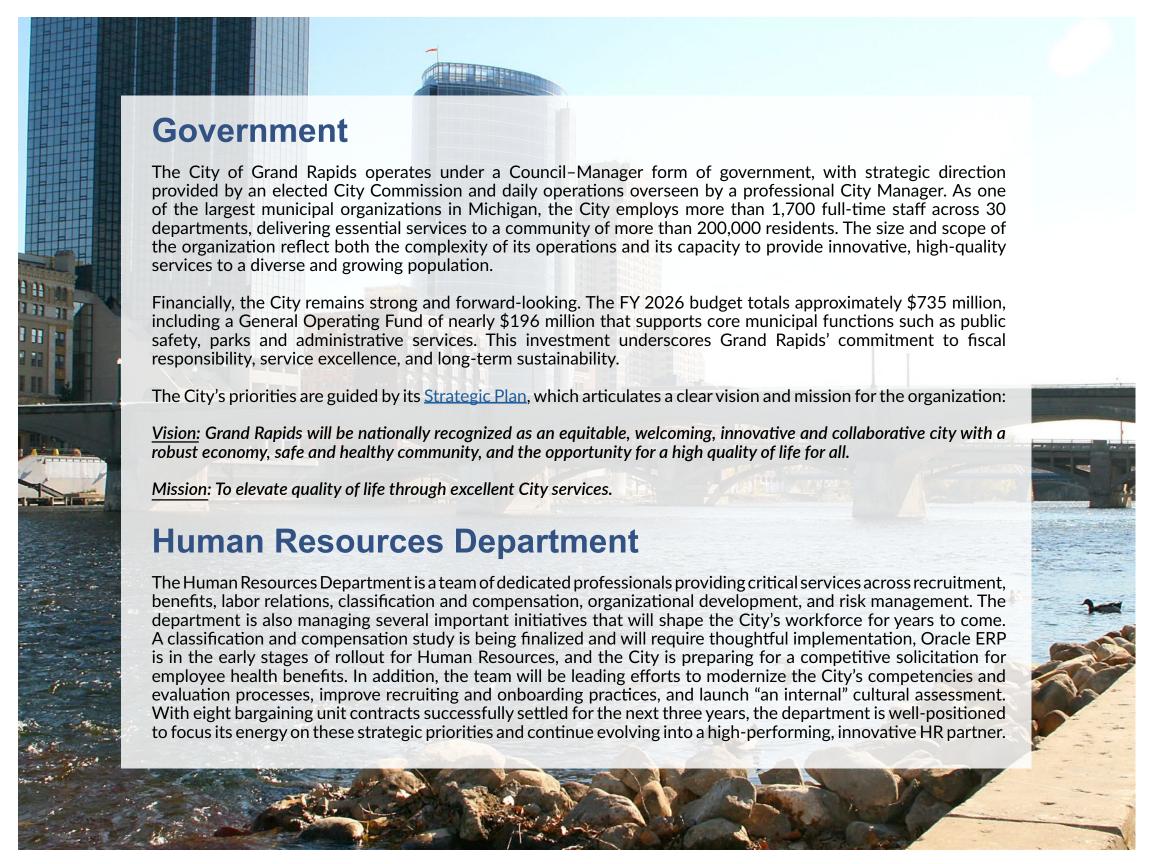
Grand Rapids, with a population of nearly 200,000, is the second-largest city in Michigan and the largest in West Michigan. Located on the Grand River about 30 miles east of Lake Michigan and just three hours from Chicago, the city offers both the amenities of a growing metropolitan area and the accessibility of a close-knit community.

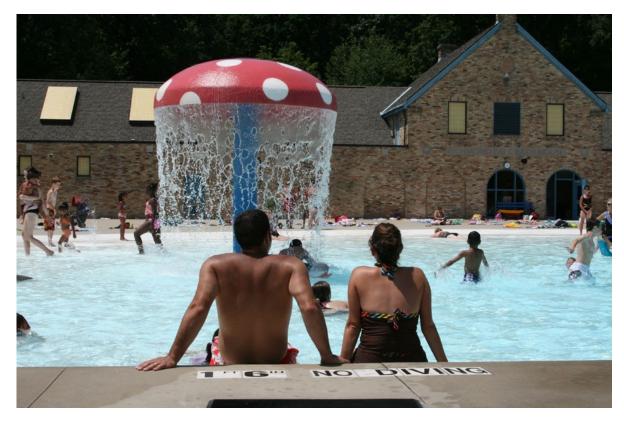
The region is known for its strong economy, affordable cost of living, and welcoming neighborhoods, making it an ideal place to advance a career and raise a family. Residents enjoy easy access to Lake Michigan's beaches, miles of hiking and biking trails, and year-round recreational opportunities. Grand Rapids also features a vibrant downtown with a thriving arts and cultural scene, award-winning museums, diverse restaurants, and a nationally recognized craft brewing industry.

Recognitions

- #1 Cities on the Rise, LinkedIn
- #2 10 Most Beautiful & Affordable Cities to Live in the U.S., Travel + Leisure
- #10 Top 10 Cities for Young Female Professionals, Pheabs
- #14 Best Places to Live for Quality of Life, U.S. News & World Report
- #2 Best Cities in Michigan to Live and Visit, Touropia
- #5 Best Neighborhoods to Buy a House in America Eastgate, Grand Rapids, Niche
- #3 Best Business Climate (Mid-Sized), Business Facilities
- #1 Best Manufacturing Hubs (Large) Grand Rapids-Kentwood, Business Facilities









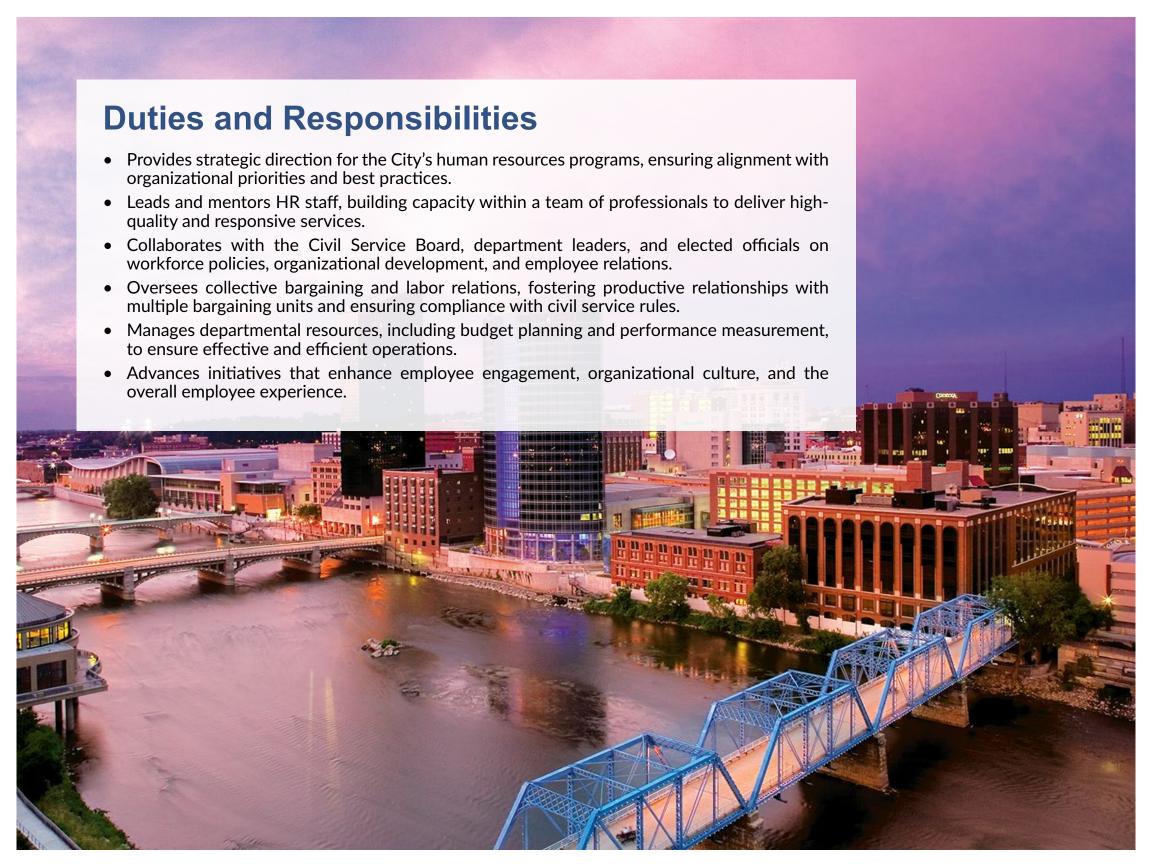
The Position

Reporting to an Assistant City Manager, the Director of Human Resources provides leadership and direction for all aspects of the City. This includes overseeing recruitment and retention, employee benefits, classification and compensation, organizational development, labor relations, risk management, and policy administration. The Director of Human Resources works in close collaboration with the City's Civil Service Board and serves as a trusted advisor to the City Manager's Office, department leaders, and executives on workforce policies and practices.

In addition to guiding day-to-day operations, the Director is responsible for preparing and managing the departmental budget, recommending policy updates, and ensuring that human resources programs reflect best practices. The Director also plays a key role in collective bargaining, grievance resolution, and employee engagement efforts, while championing initiatives that strengthen organizational culture and support the City's long-term strategic goals.

Education and Experience

Qualified applicants will have a Bachelor's degree from an accredited college or university in Human Resource Management, Business Administration, Organizational Development, Public Administration, or a related field, and six (6) years of progressively responsible professional experience in public sector human resources management overseeing complex HR systems is required, in addition to considerable supervisory experience. A Master's degree, and SHRM-CP, PSHRA-CP or PHR is preferred.

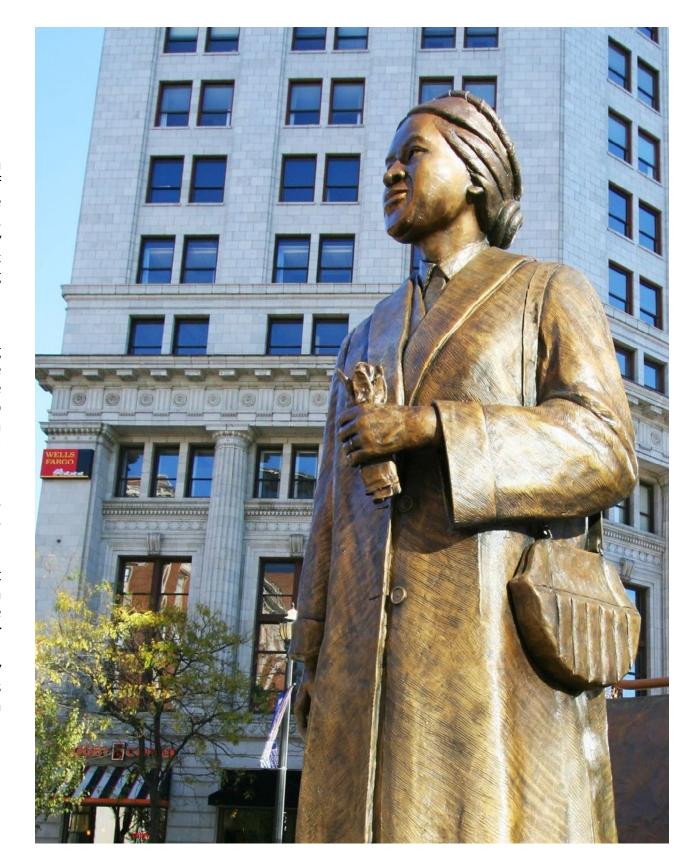


The Ideal Candidate

The ideal candidate will be an accomplished human resources leader with broad expertise across all areas of HR, including talent acquisition and retention, employee development, classification and compensation, benefits, organizational culture, and risk management. They will have a proven ability to guide a complex public sector organization through change while building strong partnerships with leadership, employees, and community stakeholders.

Experience in a civil service environment and working with unionized bargaining units will be essential, as the Director must navigate labor relations with confidence and fairness. Equally important will be the ability to mentor and develop staff, fostering growth within a department that is committed and talented but still developing its depth of experience.

The successful candidate will be a forward-thinking, collaborative leader who values transparency, equity, and accountability. They will bring the vision and practical skills needed to modernize systems and processes—such as technology platforms, recruitment and onboarding practices, and performance evaluation tools—while also strengthening organizational culture and positioning the City of Grand Rapids as an employer of choice. The ideal candidate will also bring a high level of emotional intelligence, transparency, and integrity to the role, along with excellent communication skills and a commitment to responsive, community-driven leadership.



Salary

The City of Grand Rapids is offering a salary range between \$127,243 - \$162,301, commensurate with experience, and a comprehensive benefits package that includes the following Fringe Benefits. Relocation assistance will be available for the successful out of area candidate. Click here for a preview of the full Position Description.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com Reference: GRHRD

Affion Public PO Box 794 Hershey, PA 17033 717-214-4922 www.affionpublic.com











