



Human Resources Director



1000 10th Street Greeley, Colorado 80631



About Greeley, Colorado

Established in 1870, Greeley became a Home Rule City in 1958 and operates as a Council-Manager form of government. The county seat of Weld County, Greeley lies 30 miles east of the front range of the majestic Rocky Mountains near the confluence of the Cache la Poudre and South Platte Rivers and 52 miles northeast of Denver.

Education, Commerce and Community Excellence. Greeley thrives as the education, trade, transportation, cultural and marketing center of Weld County. It's one of the top ten most prosperous and productive agricultural counties in the U.S. and leads the State of Colorado's in oil and gas production. With an estimated population of 108,000, the City covers an area of 46.4 square miles at an elevation of 4,658 feet. Greeley enjoys a rich cross section of cultures and ethnicities with approximately 40% of the community identifying as Latinx and many other immigrant families from across the globe, offering a variety of marketplace and cultural experiences. Greeley is home to both the University of Northern Colorado (UNC), the third largest university in Colorado, and Aims Community College. In addition to investments in education, there is a deep commitment to achieving community excellence by fostering economic opportunities, expanding educational partnerships, enhancing quality of life, cultivating community resources, promoting talent and workforce development, enhancing transportation systems and providing infrastructure to serve Greeley's future.

Greeley is home to a diverse mix of industries - from food processing agricultural innovation, health care and energy to breweries, entertainment, hospitality and destination shopping, Greeley boasts an eclectic and diverse economy and community character rich with creative industries and individuals. The city is home to individuals and corporate citizens who provide inspired leadership, community support and skilled-labor jobs that pay competitive salaries.

Arts and Culture. Greeley offers some of the most diverse arts, music and cultural events in the region and is one of the State's certified Creative Districts. Performances produced by the UNC's nationally acclaimed College of Performing and Visual Arts, the Greeley Chorale and the Greeley Philharmonic Orchestra, one of the longest continually operating orchestras west of the Mississippi, are just a few examples of the superb cultural offerings of the community. The City's Cultural Affairs Division manages the 1700-seat Union Colony Civic Center, art shows, movies, performances and the City's Public Art program. Greeley is also home to favorite community events such as the Greeley Stampede, Arts Picnic, Friday Fest, Monster Day, the Multi-cultural Festival, OktoBREWfest, and so much more.

Parks, Recreation and Mountain Access. With a plethora of parks and facilities encompassing over 650 acres, the recreational amenities in Greeley are endless. There are golf courses, recreation centers, swimming pools, fields and courts for sports, skate parks, playgrounds, fishing ponds, picnic areas, to name a few. Experience more time outdoors on biking and hiking trails along the Cache la Poudre River and throughout the community. As the 'front porch to the Front Range', Greeley presents the opportunity to easily access such diverse outdoor experiences from the Pawnee National Grassland on the east to Rocky Mountain National Park to the west and everything in between all less than 50 miles away.



What's happening in Greeley?

Exciting things are happening in Greeley:

- In recent years Greeley and the Weld County region have been nationally recognized in a number of ways:
 - * Second-fastest population growth in the United States (Weld County - 2017)
 - * 6th best place in the United States in 2019 for First Time Homebuyers by WalletHub
 - * 8th most dynamic metropolitan area in the United States by the Walton Family Foundation
 - * 8th on WalletHub's 2019 Best Small Town Real Estate Market Study
- In just the last three years, the City has constructed three new and replacement fire stations and constructed a state of the art combined City Council Chambers, Municipal Court, and office building to better serve its elected and appointed officials, staff and the public by providing flexible space, incorporate technology and creative meeting broadcasting. Ongoing investment in the redevelopment of Downtown Greeley with major investments in public art, road & pedestrian infrastructure, stormwater mitigation, redevelopment incentives, and place-making enhancements are attracting investment and innovation. A new, upscale hotel and conference center recently opened downtown attracting new visitors, business meetings, and special events and over 200 new market rate apartments have been developed in the Downtown/University corridor further increasing the appeal of this area. New restaurants, hospitality, and retail outlets are choosing to locate in every corner of the city.

The Organization

A Home Rule Municipality that is self-governed under the State of Colorado Constitution, Greeley operates under a Council-Manager form of government with seven elected officials on the Council including the Mayor. Under this form of government, the City Council sets the policies for the operation of the Greeley government while the council-appointed City Manager has administrative responsibilities for city operations.

Following the retirement of a City Manager with 16 years of service in the position, the City Council recently appointed Raymond C. Lee III as City Manager. Mr. Lee brings a new energy and vision to lead the organization and city as it prepares and plans for significant population growth and development over the next ten years.

The City has a total 2022 budget of \$486.3 million and a staff of approximately 1,101.75 full-time equivalent positions.

The Department

The Human Resources Department – responsible for providing key resources to 1,101.75 employees in 13 departments - enhances employee excellence by providing services and programs to support the well-being and success of City of Greeley employees. The department provides support to the organization and employees in the areas of compliance, talent acquisition and retention, training and development, health and wellness, as well as safety and risk management.

The Position

Greeley's next Human Resources Director - who will have the opportunity to become an integral part of a transforming organization serving one of the fastest growing communities in the United States - will lead the department in pursuit of the City's vision of a city achieving community excellence and support the organization becoming one of high performance.

The Human Resources Director will play a key role in modeling leadership and strategic planning in the implementation of organizational development, department programs, functions and activities to ensure alignment with City goals. Having recently undergone an operational and organizational assessment and reassessment, the Department is poised to be formed to serve as a strategic partner to the City Manager and departments to meet objectives as they relate to employees, culture, productivity and being an employer of choice. Under the leadership of a new Director, the Human Resources Department is intended to support City departments in maximizing mission critical focuses through recruitment, retention, performance management, innovative solutions, total compensation, information systems, employee and bargaining-unit relations, and training and development.

The Human Resources Department has an adopted 2022 budget of \$23.545 million (of which \$18 million is associated with claims funds) and 14 full-time equivalent positions. The Human Resource Director, who is appointed and removed by the City Manager, receives day to day supervision and guidance from a Deputy City Manager.

The Ideal Candidate

Greeley's ideal candidate is an established or up and coming leader in the human resources field with a proven ability or passion to engage staff and shape the culture of an organization while integrating policy, best practice and employment law. The new Human Resources Director should:

- bring a strong foundation in human resource core services – while also providing vision and strategy to create a high-performance culture, and develop a solution-based, customer service focused department;
- promote the internal and external customer service expectations of the department and build strong relationships across the organization to achieve city-wide goals;
- be skilled in creating a positive atmosphere for employees in the organization and within the department, and set a superior example of competence, professionalism, energy, collaboration, innovation and work ethic to the organization and community;
- model ethical behavior and a strong work ethic, and ensure fair and equitable treatment of employees within the department and across the organization;
- be politically astute, an effective communicator, and equally comfortable talking with line level staff, department directors, and presenting before City Council;
- be a persuasive, confident leader, with an ability to be firm and fair, with a clear understanding of complex employment issues;
- be able to focus on leveraging technology to improve transactional services;

- be a partner with other department directors to help ensure the organization is prepared to serve the Greeley community today and in the future;
- be a team player who is collaborative and supportive in serving as a member of the City's executive leadership team;
- be a skilled professional with a heightened sense of emotional intelligence and an awareness of community, organizational, employee and constituent issues and political sensitivities;
- be open, approachable, instill trust, work collaboratively in a team environment; be action oriented; exercise good judgment; treat others with respect; and hold staff accountable;
- be an outstanding leader of employees who provides guidance and professional support to staff, offering regular feedback to city leadership and employees;
- be a positive leader, bringing innovation and creativity to the Human Resource Department; and
- have the capacity and interest to be an effective mentor and leader for staff and should inspire staff to achieve excellence.

Key Human Resources Initiatives in 2022 and beyond include:

- Implement recommendations included in the recently completed Human Resources Department organizational and operational assessment and reassessment.
- Play a key role in completing the reconfiguration of a new Enterprise Resource Planning (ERP) that went live in December 2020 and ensuring the continuous iteration of procedures, policies and process to ensure ease of use and data driven decision making.
- Lead the transformation of Human Resources transactional processes to a strategic systems and partner model.
- Assist in completing and implementing the first phase of a third party supported classification and compensation plan study guided by the overall objective to be an employer of choice.
- Negotiate collective bargaining agreements with the Local 888 International Association of Firefighters and Police Officers' Association.
- Review City workforce needs and skills to support workforce development, recruitment and retention, and succession planning.
- Update human resource related policies and recruitment practices and explore options and strategies to be an employer of choice.

Salary

The City of Greeley is offering a competitive salary range between \$104,833 - \$157,250 commensurate with experience and a comprehensive benefits package. Relocation assistance may also be available for the successful out-of-area candidate.

How to Apply

Interested applicants should forward a cover letter and resume to:

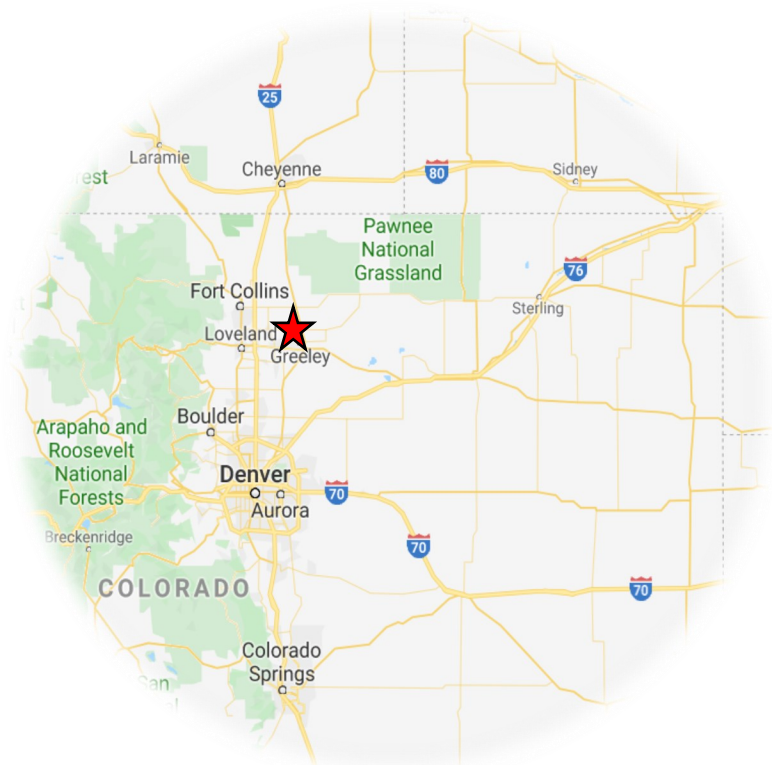
resumes@affionpublic.com

Reference: GREELEYHRD22

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