POSITION DESCRIPTION

POSITION TITLE: Vice President of People Strategy & Human Resources

LOCATION: Charlotte, NC

REPORTS TO: EVP & Chief People Officer

DIRECT REPORTS: 4 (see organizational chart below)

COMPANY: Belk, Inc. is the nation’s largest family owned and operated department store business in the United States, with 299 stores in 16 states. With stores located primarily in the southern United States and with a growing eCommerce business on its belk.com website, Belk generated revenues of $4.0 billion for the fiscal year 2014, and together with its predecessors, has been successfully operating department stores since 1888. Belk is committed to providing its customers a compelling shopping experience and merchandise that reflects “Modern. Southern. Style.”

SUMMARY: The Vice President of People Strategies & Human Resources (VP of HR) plans, organizes and manages the overall corporate Human Resources function, oversees enterprise Diversity/Inclusion, and Engagement strategies. The individual selected for this role will have oversight for establishing people practices that position Belk as a career destination and employer of choice. The VP of HR role will include the interpretation and administration of Human Resources policies and practices. This role will also ensure adherence to corporate policies and governmental regulations. As a member of the senior management team, this function will also be responsible for planning and implementing human resources initiatives and strategies.

RESPONSIBILITIES:
- Create and implement enterprise wide human resources strategies that facilitate the transformation of HR to s Shared Services model
- Participates in business planning and strategic direction with executives of each business unit including organizational structure; recruiting and diversity strategies; retention; exit strategies related to store closures; ramifications of division expansion, reduction or change, etc.
- Balances a professional partnership with functional area management while being accountable to execute day-to-day HR activities as a member of the Corporate Human Resources team
- Provide HR leadership and counsel on matters involving people and change/cultural management
- Direct short and long-term program departmental planning and development which includes but is not limited to resource allocation and budget ownership
- Identify best practices for accountability and appropriate reporting metrics that support goals and objectives
- Implement and coordinate effective human resource management systems, processes and standards in accordance with business strategies and in accordance with federal, state, local regulatory requirements and the servicing strategy
- Provides counsel in employee relations issues and partners with corporate legal when necessary
- Lead or sponsor cross-functional projects which address continuous improvement of operational processes
- Ensure strong stakeholder management and a world class customer service mentality is at
the core of the delivery model for the organization
- Conduct performance appraisals, hiring, coaching and counseling, career development conversations and disciplinary actions of corporate office associates
- Implement new programs and strategic initiatives across HR for areas in scope
- Lead the embedding of the corporate vision and mission into the enterprise wide HR practice

QUALIFICATIONS:
- Advanced degree preferred
- 15+ years of HR experience inclusive of leadership roles and corporate experience
- Previous experience with the transformation of traditional HR into a Shared Services model is highly desired
- Extensive human capital and cultural transformation experience with a proven ability to demonstrate measurable results through the use of analytics and metrics
- Visionary leader with proven ability to create and implement HR strategies while simultaneously executing HR activities
- Exhibit strong integrity and loyalty to corporate vision & mission
- Must display an entrepreneurial spirit and be comfortable with ambiguity
- Exceptional interpersonal skills and must have political & business savvy
- Proven experience in change management within a highly complex environment with multiple, geographically disbursed locations
- Strong managerial, interpersonal, organizational, analytical, decision making, problem-solving, negotiation and written communication skills
- Extensive working knowledge/experience of federal and state employment laws is required
- Ability to manage expectations, processes and multiple projects simultaneously
- Must be able to communicate effectively and constructively in writing and verbally with all levels of employees
- Must be able to use judgment and diplomacy in interfacing with all levels of employees
- Experience with PeopleSoft or other HRIS applications is preferred

CONTACT: To express interest in the opportunity, submit a chronological resume and your current organizational chart with “VP of HR- Belk” in the subject line to: Marian Carrington at resume@carringtonandcarrington.com. Please indicate in your email how you became aware of the opportunity.

*Please see the organization chart below