



## CARRINGTON & CARRINGTON, LTD.

Executive Search

*Strength through Diversity & Inclusion*

### POSITION DESCRIPTION

**POSITION TITLE:** Director of Human Resources

**LOCATION:** Seattle, Washington Area

**REPORTS TO:** Vice President of Human Resources

**COMPANY:** **Boeing Capital Corporation's**, a wholly owned subsidiary of The Boeing Company, primary mission as a global provider of innovative financing solutions, is to support the other Boeing business units by arranging, structuring and/or providing financing to assist in the sale and delivery of Boeing products and services. Boeing Capital Corporation provides comprehensive customer financing support, primarily utilizing third-party financing, while aggressively managing risk and delivering strong financial performance.

**SUMMARY:** The Director of Human Resources for Boeing's Capital Corporation (BCC) will be responsible for providing leadership and counsel to the Boeing Capital Corporation and Corporate Finance leadership teams on matters involving people, organization and employee relations. The individual selected for this role will also be charged with leading the development and implementation of all HR related strategies for BCC and Corporate Finance.

**RESPONSIBILITIES:**

- Create and implement all human resources related strategies that supports BCC and Corporate Finance
- Provide leadership and counsel to the BCC and Corporate Finance leadership teams on matters involving people, organization and employee relations
- Lead a team of 3 employees in the support of a broad customer base (approximately 315 employees nationally; including 94 executives and 51 managers) through the delivery of excellent human resources products, processes and services; services include but are not limited to developing leadership capability, workforce planning, staffing, training, development, compensation, and employee engagement
- Establish the parameters that empower managers/supervisors with the authority to accomplish the duties of their assigned positions; provide interpretation of HR policies, practices and procedures to employees and managers
- Identify best practices for accountability and appropriate reporting metrics for the business that support goals and objectives
- Ensure the alignment of HR practices to business and organizational values as well as the strategic business plan
- Collaborate with other Finance HR leaders

**QUALIFICATIONS:**

- Advanced degree preferred
- Ten (10)+ years of experience leading a Human Resources function preferably within a financial services industry
- Proven business acumen and ability to use industry, market, competitive data and financial knowledge to understand and improve business results; ability to connect internal business activity with a broader external view of business to continuously improve performance
- Champion of change and diversity; proven experience embracing and generating better and innovative ways to improve individual and business performance aligned to a shared purpose



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- Builds effective communication by actively listening and seeking to understand; asks others for input and feedback including those with different backgrounds, experiences and points of view
- Clearly and courageously expresses ideas; adjusts communication style for different audiences
- Demonstrated ability to lead high-performing teams
- Strong influence, communication, collaboration, and facilitation skills within all levels of the organization, including the ability to resolve issues and build consensus among groups of diverse stakeholders

## CONTACT:

To express interest in the opportunity, submit a chronological resume with “Boeing Capital Corporation HR” in the subject line to: Alexa Pesmen at **[apesmen@carringtonandcarrington.com](mailto:apesmen@carringtonandcarrington.com)**. Please indicate in your email how you became aware of the opportunity.

