



POSITION DESCRIPTION

POSITION TITLE: Senior Director, Diversity and Talent Management

REPORTS TO: Chief People Officer (CPO)

DIRECT REPORTS: 4

LOCATION: Chicago, IL

COMPANY: The second-largest brewer (by sales) in the US, with nine breweries and, market share of 30% with approximately 9,000 employees nationwide. Built upon a foundation of more than 288 years of brewing heritage, it has a legacy driven by their founders, of quality brewing responsible marketing, and commitment to sustainable development and community investments.

SUMMARY: The Diversity and Talent Management – Senior Director leads the creation, implementation and measurement of the company’s Diversity and Inclusion strategy, talent management and acquisition strategy and measurement against annual objectives. The leader is accountable with the Senior Leadership Team for MillerCoors external and internal Employment brand.

The role interacts with stakeholders internal and external to the company and its shareholders. The role engages with clients at all levels and in all functions, with primary emphasis on supporting leaders and Business Partners to: define expectations for succession and talent planning including metrics, close talent gaps, develop pipeline capability for long-term talent needs, provide consistent resources for on-boarding, build leadership competencies, provide workforce benchmarks and analytics, manage talent acquisition and management vendors, and facilitate ERG conversion and results realization. In addition, the leader is accountable to the CEO and CPO for Diversity and Inclusion external Board and internal steering committee development and impact.

The leader is expected to facilitate a performance based and Winning Team culture. The leader is also expected to engage periodically with SABMiller and MolsonCoors talent management functions to share people outputs, and promote and facilitate people moves between entities. The leader is further expected to collaborate with various functions, with community/corporate affairs on point, the coordination and execution of our workplace and marketplace strategies which are critical to realizing the outputs expected from our long-term People Strategies.

The leader will be accountable with the CPO for the enterprise succession plan and measures against Key Roles of the company, and for annual reviews of same with the Board.

With respect to Human Resources, the leader is expected to drive the implementation of the company’s People Strategy, contribute to divisional goal setting and lead in execution of same, continuously improve HR team performance, materially contribute to the success of her/his peers, enhance the positioning and impact of the HR division, and develop the talent within the division.

In order to grow in their career, in conjunction with the Chief People Officer, it is expected that the leader will develop and execute succession plans for their respective role to ensure internal qualified candidates.

**STRATEGY
DEVELOPMENT:**

- Leads the creation, implementation and measurement of the company's Diversity and Inclusion strategy, talent management and acquisition strategy and measurement

**TALENT
ACQUISITION:**

- Accountable with the Senior Leadership Team for MillerCoors external and internal Employment brand.
- Provides internal and external recruiting consultation and support
- Ensures a pipeline of talent for long term needs of the business
- Establishes enterprise requirements for selection
- Establishes entry talent programs (intern and development programs) and ensures steady rate of conversation of talent through careful selection
- Delivers a diverse slate of candidates for all open positions, and manages relationships for such
- Develops appropriate leading and lagging people metrics
- Monitors system and data integrity in support of compliance reporting of talent acquisition metrics
- Develops tools and provides support to business leaders and BP's for employee on-boarding process and programs
- Monitors and measures performance of all TA activities and outputs, including but not limited to on-boarding, pipeline, time to convert, short and long-term retention, diverse slates

**TALENT
MANAGEMENT:**

- Designs talent management processes and systems
- Advises on and delivers workforce benchmarks and analytics to BP's
- Develops enterprise-wide people balance sheet
- Acts as 'broker' for MillerCoors and shareholder talent exchange, establishing, communicating and enforcing agreed protocols
- Defines and leads roll-up of integrated enterprise succession plan for key roles, and provides advice to business leaders and BP's regarding development, metrics, and format to ensure complete documentation and overall cover readiness
- Leads best practice sharing with shareholders
- In partnership with BP's and business leaders, ensures MillerCoors is developing leadership capability

**RELATIONSHIP
BUILDING:**

- Accountable to the CEO and CPO for Diversity and Inclusion Board development and impact, inclusive of both external and internal forums.
- Ensure personal credibility and impact through influencing others, leading people, and communicating clearly.
- Creates and cultivates relationships within HR in addition to other functions through partnerships.

**DIVERSITY AND
INCLUSION:**

- Partners with BP's to develop and anchor diversity and inclusion strategy within client groups
- Establishes measures, and supports reporting

**PEOPLE
MANAGEMENT:**

- Attracts leads, manages and mentors team of employees and external partners in such a way to ensure retention, development, and superior performance of talented people.

**EDUCATION
LEVEL AND/OR
EXPERIENCE:**

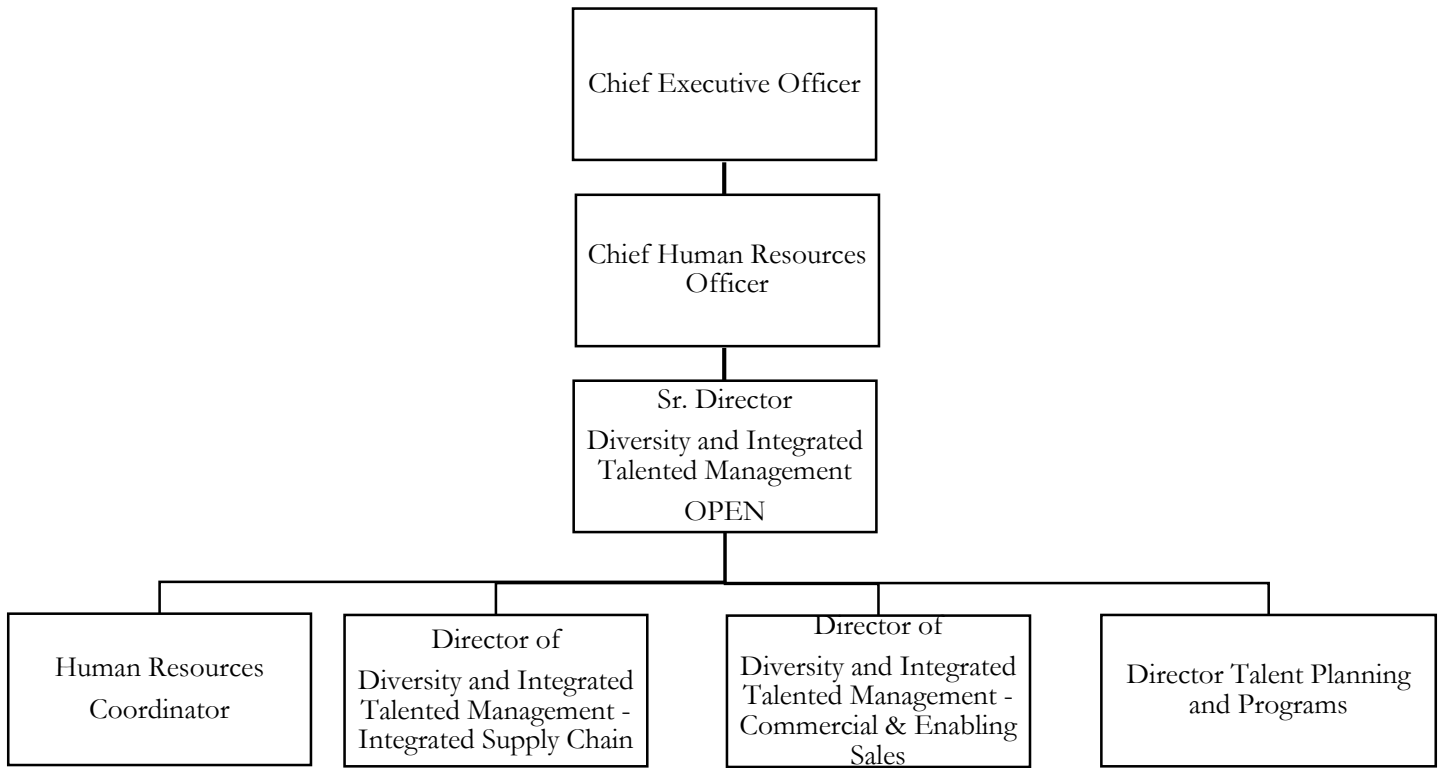
- Undergraduate degree required.
- Analytic/innovative/strategic thinker with a record of success in execution and delivery of cross functional initiatives
- Proven experience and ability to create presence in the business, consulting, and applying advocacy skills to position the people function as a strategic business partner
- Proven track record of successfully developing others
- Demonstrated business understanding
- Demonstrated success managing diverse workforces
- Management of teams at scale (large teams)
- Demonstrated success working with executive leadership teams
- Executive coaching experience
- Business operations experience – has run a large department or division

**SKILLS AND/OR
KNOWLEDGE:**

- Knowledge of a variety of talent management and talent acquisition approaches, processes and tools
- Deep knowledge of diversity and inclusion practices
- Strong facilitation skills.
- Ability to influence and persuade key decision makers
- Knowledge of core financial measures and drivers from a Revenue, Cost, Cash Flow, and Profitability perspective

CONTACT:

To express interest in the opportunity, submit a chronological resume and cover letter with “Chief People Officer” in the subject line to: Marian Carrington at mcarrington@carringtonandcarrington.com. Please indicate in your email how you became aware of the opportunity.



- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Associate Talent Resource Consultant

- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- Talent Resource Consultant
- HR Coordinator
- HR Coordinator

- Talent and Diversity Manager
- Manager Measures & Assessments
- Sourcing Consultant
- Sourcing Consultant
- Industrial Organizational Psychologist
- Workforce Planning and Process