**Job Title:** Chief Human Resource Officer (CHRO)

**Department:** Human Resources

**Reports to:** Superintendent

**Job Brief:**
The Chief Human Resource Officer (CHRO) provides strategic leadership and high-quality HR management to support the staff and stakeholders of the school district. As a fundamental value of the district, the CHRO ensures that all HR practices embrace cultural responsiveness, fostering an equitable and supportive work environment. This role is crucial in promoting educational excellence through effective talent management and employee engagement strategies that respect and honor diverse cultural backgrounds.

**Supervisory Responsibilities:**
- Leads the HR management team and oversees all HR personnel.
- Ensures HR practices align with district goals and are infused with principles of equity and cultural responsiveness.

**Duties/Responsibilities:**
- Develop and implement HR policies and procedures that prioritize cultural responsiveness and inclusivity, aligning with the district's mission and strategic objectives.
- Oversee the recruitment and selection processes to attract and retain top talent from diverse backgrounds, including teachers, administrators, and support staff.
- Provide guidance on staff recruitment, performance management, and professional development with a focus on cultural competency to school principals and department heads.
- Ensure compliance with employment laws, regulations, and collective bargaining agreements, enhancing cultural responsiveness within all HR practices.
- Develop and manage employee benefits programs that accommodate the diverse needs of a culturally varied workforce.
- Collaborate with labor unions and employee associations to address concerns related to cultural sensitivity and promote inclusive workplace practices.
- Lead initiatives to increase cultural awareness and competency across the district, including training programs for staff.
- Manage employee relations, including investigations, disciplinary actions, and conflict resolution, applying a culturally sensitive approach.
- Serve as a strategic advisor to the Superintendent and senior leadership team on HR issues, focusing on advancing cultural responsiveness and inclusivity.
- Prepare and present reports on HR metrics and achievements with an emphasis on cultural equity and inclusion to the Board of Education and other stakeholders.

**Required Skills/Abilities:**
- Strategic thinking to align HR strategies with the broader goals of the district.
- Analytical skills to assess HR data through a cultural lens and make informed decisions.
- Leadership to inspire HR operations to embrace and integrate cultural responsiveness.
- Effective communication of HR initiatives with sensitivity and inclusivity.
- Integrity in all HR activities, ensuring ethical behavior and cultural respect.

**Education and Experience:**
- Master’s degree in Human Resources, Educational Leadership, or a related field; a doctoral degree is preferred.
- At least 10 years of progressive HR leadership experience, preferably within a large educational or public sector organization.
- Demonstrated experience in integrating cultural responsiveness and equity in HR practices.
- Relevant certifications in HR management (e.g., SHRM-SCP, SHRM-CP) are beneficial.

**Additional Skills:**
- Proficiency in change and crisis management with a focus on cultural competence.
- Understanding of the unique challenges in public education, particularly related to cultural equity and inclusion.
- Adaptability to modify HR strategies based on organizational and cultural dynamics.
- Conflict resolution skills, with a respectful approach to diverse perspectives.

**Physical Requirements:**
- Prolonged periods sitting at a desk and working on a computer.
- Ability to travel between school sites as required.