Leadership Profile for the Vice President of Human Resources

Saint Louis University (SLU), an independent Catholic, Jesuit institution of higher education, invites nominations and applications for the position of Vice President for Human Resources (VPHR). SLU seeks an ambitious and distinguished leader to enhance and advance human resource programs in support of its Jesuit mission of pursuing truth for the greater glory of God and for the service of humanity. It is anticipated that the VPHR will begin duties no later than July 1, 2015.

SLU is entering a new and exciting era with significant opportunities for leadership and innovation. Newly appointed President Dr. Fred Pestello has initiated a broadly inclusive strategic planning process that focuses on discovering the many ways in which SLU’s Jesuit mission may be maintained and enhanced. A capable and visionary VPHR will find significant opportunities to contribute to SLU’s success.

The next VPHR will bear primary responsibility for continuous improvement in the university’s human resource programs, which include: Consulting and Client Services; Benefits; Learning and Development; HR Information Systems; Payroll and HR Services. Reporting directly to CFO David Heimburger, the VPHR will regularly interact with the CFO’s direct reports, with the Provost and the academic deans, and with the other vice presidents.

The VPHR will have a unique opportunity to clarify and shape the role of the Human Resources operation at SLU in performance of the objectives below:
Maintain and Strengthen SLU’s Jesuit Character and Mission

The SLU community takes seriously Ignatius of Loyola’s injunction to his followers, “Go forth and set the world on fire.” In President Pestello’s inaugural words, SLU seeks to “ignite a desire to learn and to serve, to think critically, creatively, and compassionately, to blaze trails in thought and action.” The VPHR must competently communicate the Jesuit mission of the institution and through his/her actions, advance that mission.

Provide Trusted Leadership

The VPHR will initiate and support policies and procedures that ensure that excellent faculty and staff are recruited and retained. Directing a staff of 35 in providing service to 1,600 faculty and 3,000 staff, the VPHR will find innovative ways to meet the primary human resource needs of the institution while keeping HR on the cutting edge of the profession.

Foster Collegial Relationships

It is imperative that the VPHR forge the best of personal and professional relationships with all campus constituencies. Saint Louis University is a caring community of faculty, students and staff working together in an atmosphere of respect and common purpose. It is expected that the VPHR will provide a style of leadership that recognizes the central importance of continuing to build campus community. The VPHR must be committed to decision-making that is informed, deliberative and effectual, with clear procedures to move initiatives forward, in keeping with broader planning initiatives.
Promote Campus Diversity

To facilitate SLU’s mission and prepare students for the 21st century, efforts to reflect diversity, in all of its forms and definitions, continue to be a priority. The new VPHR must be committed to addressing ways to ensure that the diversity of the workforce complements the overall mission of the university.

Promote Program and Employee Assessment

The VPHR will have experience with assessment programs and will ensure that staff excellence and quality are actively pursued and measured.

Within the Human Resources function, the VPHR must be committed to continuous improvement of HR practices and the professional capacities of staff in light of the university’s evolving HR needs.

Desired Attributes for the VPHR

The VPHR will possess knowledge of and the ability to effectively manage policy and planning; recruitment and selection; compensation; succession planning; organizational design and development; HRIS; payroll; legal compliance; non-resident alien taxes; employee and labor relations; and benefits.

The VPHR will have a record of administrative achievement reflective of SLU’s own standards of excellence coupled with personal integrity of the highest order. Given the opportunity to lead in the creation of a truly innovative human resources function, the successful candidate will be a:

- Person of proven leadership skills who will inspire trust and instill confidence
- Person who respects and is deeply committed to SLU’s Catholic, Jesuit mission
- Leader who understands the complexity and emerging opportunities present in a comprehensive university environment
- Person who is passionate in his/her support of diversity in all forms at every level of the university
- 21st Century leader who possesses both the technical proficiency and communications skills needed to work well with others, inspire the trust of faculty and staff, and help move a rapidly evolving institution forward
- Complete leader (visionary, decision maker, coach and mentor) with a passion for delivering high quality service
- Person who is motivated by mission and, at the same time, is able to follow through on tasks of execution and implementation
- Strategic and data-driven thinker with experience in assessment and outcomes measurements
- Leader with a collaborative style that builds relationships and a sense of community and teamwork
- Person with excellent communication and presentation skills
- Leader with the ability to excel in a consultative environment, and the skill to negotiate with all groups
- Person with energy, stamina, enthusiasm, humility, and a sense of humor
- Person with an advanced degree and significant experience in management of complex organizations

About St. Louis

St. Louis is known for being one of the most livable cities in America. The city itself is home to more than 300,000 residents living in 79 distinct neighborhoods. The greater St. Louis area encompasses a network of surrounding counties and cities that is home to almost 3 million people, making St. Louis the 18th largest metropolitan area in the country.

The economy of St. Louis relies on financial services, manufacturing, trade, transportation of goods, health care and tourism. The city is home to many corporations, including Anheuser Busch, Peabody Energy, Edward Jones and Monsanto.

Exploring St. Louis is exciting and enlightening. Those new to the city are awed by the Gateway Arch, a 630-foot stainless steel monument on the St. Louis riverfront that attracts more than 4 million visitors each year. St. Louis Cardinals baseball, St. Louis Blues hockey, and St. Louis Rams football give sports fans plenty to cheer about. The Missouri Botanical Garden comprises 79 acres of lush landscapes and conservatories and is one of the oldest botanical gardens in the nation.

St. Louis also boasts a world-class symphony, zoo and various museums and other activities that add to its cosmopolitan character.
Nominations, Applications and Inquiries

The VPHR search committee will begin a review of applications immediately and continue work until an appointment is made. To assure full consideration, applications should be received by Friday, December 5, 2014, and include a letter of interest, current resume, and five professional references with e-mail and telephone numbers. References will not be contacted without prior authorization from the applicant. Applications should be sent electronically (MS Word or PDF Format) to SLUVPHR@agbsearch.com. The search is being assisted by Dr. Richard A. Wueste of AGB Search, raw@agbsearch.com, 540-431-5131. Additional information may be obtained by visiting http://www.agbsearch.com under current searches, or the Saint Louis University website at www.slu.edu.

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