

THE CITY OF NEWPORT NEWS *invites your interest in the position of* **DIRECTOR OF HUMAN RESOURCES**

- Promoting a diverse and inclusive work environment;
- Providing leadership and strategic direction to assist staff in determining priorities, goals and objectives;
- Planning, organizing and coordinating complex project activities, including the implementation of broad organizational policies, programs, systems, and streamlined processes that meet operational and employee needs; and
- Collaborating with citywide shared leadership groups, as well as department administration to plan and formulate new programs.

COMPENSATION

The salary is open and dependent upon qualifications. The City offers a competitive and comprehensive benefits package. Benefit details can be found at www.nnva.gov/benefits.

Information about the Human Resources Department, as well as programs and resources can be found at www.nnva.gov/Human-Resources.

THE POSITION

The City of Newport News is recruiting for an engaging Human Resources Director who is people-focused, open-minded, innovative, and an inspiring leader who believes in partnering with employees throughout the organization to empower and inspire excellence. If this is you, we invite you to learn more about the position, the organization and our community!

The Director of Human Resources provides leadership for a department of over 20 skilled Human Resources professionals, as well as an organization of nearly 4,000 employees. Complete and thorough knowledge of all Human Resources disciplines including employment, compensation and benefits, employee relations, organizational development, wellness, and workers' compensation is highly desired.

Responsibilities include:

- Advocating for equitable employee compensation, benefits, and policies based on best practices;

Department Highlights

- Provides consultation and assistance to a diverse group of approximately 4,000 employees in all functional areas of Human Resources, as well as serving as first point of contact for the public related to employment opportunities and employee concerns.
- Annual operating budget of approximately \$5 million, with accountability and administration of

an additional \$1.5 million for cross-departmental programs

- Historically proven to be a progressive and innovative Human Resources Department ensuring a dynamic environment that leverages employee talent and welcomes forward thinking ideas.



The Newport News Community

The City of Newport News, located on a peninsula in the Hampton Roads region of Virginia where the James River meets the Chesapeake Bay, is the fourth largest independent city in Virginia, supporting a population of over 180,000 citizens. The City is part of the Virginia Beach-Norfolk-Newport News Metropolitan Statistical Area (the largest between Washington D.C. and Atlanta) and is strategically located at the mid-point of the Atlantic Coast. Originally incorporated in 1896 with a population of 9,000 and four square miles in size, Newport News is now 69 square miles and runs approximately 23 miles along the James River and the Hampton Roads Harbor.

Historically entrenched in the very founding of the United States, Newport News was named for Captain Christopher Newport of the Susan Constant, the lead ship of the three ship fleet that carried the Jamestown settlers to the new world in 1607. During the “starving time” of 1610, the original colonists abandoned Jamestown and encountered Captain Newport in the James River whereupon they learned that reinforcements of men and supplies had arrived, the good news prompting their return to Jamestown. The place where that meeting occurred eventually became known as Newport News to honor that historic occasion.

Since the late 1800s, city has been home to Newport News Shipbuilding, the largest industrial employer in Virginia and sole designer, builder and refueler of U.S. Navy aircraft carriers. Over the years, Newport News has grown to include a mix of commercial, manufacturing, military, international commerce, research and science and technology industries, serving as home to facilities such as Jefferson Lab, Canon Virginia and Fort Eustis.

The City offers public boat ramps, fishing piers, golf courses and recreation facilities and boasts 36 public parks, including Newport News Park, which is one of the largest municipal parks in the country at nearly 8,000 acres. Historic sites, museums, cultural facilities and public art compliment the excellent quality of life, creating a balanced and diversified community with access to high quality healthcare and education, including an award-winning public school system and Christopher Newport University, a comprehensive, public liberal arts university.

The Organization

The City of Newport News operates under the council-manager form of government and is not part of a county. Policy-making and legislative authority is vested in a Council consisting of the Mayor and six other members, all elected on a non-partisan basis. The Council appoints the City Manager who carries out its policies, directs daily operations and appoints department heads who serve at the pleasure of the City Manager.

The City provides a full range of municipal services, including fire and police protection, juvenile detention, adult correction, sanitation, health and social services, public improvements, planning and zoning, water/wastewater services, general administrative services, education, recreational activities, cultural events, and the construction and maintenance of highways, streets and infrastructure.

TO APPLY:

If interested in learning more about this opportunity, including position requirements, and to apply visit <https://apps.nnva.gov/ats/>.

The City of Newport News is an Equal Opportunity/ADA Employer.