



Position: Chief People Officer
Organization: SBP – New Orleans
Reports to: CEO

About SBP

SBP is an award-winning, innovative nonprofit organization that shrinks the time between disaster and recovery. A leader in volunteer-driven, post-disaster rebuilding; SBP educates, advocates and improves the disaster recovery sector so that we can collectively achieve more for communities. With a team of 70+ staff and 240 AmeriCorps members, SBP has rebuilt more than 1,500 homes across 8 states and shared best practices with many more.

SBP's vision is to embrace constant improvement, community-wide collaboration, and clear benchmarks to reduce human suffering caused by the tolls of delay in recovery. By pairing resilience training with recovery operations, we strive to reduce the need for our rebuilding services over time by increasing preparedness among vulnerable communities.

SBP encourages individuals that are hungry for change and eager to innovate to join our team so that we can change the future of disaster recovery together.

Position Summary

SBP seeks a Chief People Officer who will be responsible for ensuring SBP's best asset, its people, are developed and highly effective. This leader, who will have a proven track record of establishing and achieving strategic objectives that are aligned with an organization's mission, values, and goals, will oversee the development of 300+ full time staff and AmeriCorps members in 10 locations. This executive level team member will be a forward thinker who will identify talent and develop training that will position the organization to achieve its strategic goals and objectives.

Supervising a team of four Human Resources and AmeriCorps staff, the CPO will ensure SBP recruits and retains a diverse, qualified team that is committed to carrying out SBP's mission and service to clients. With a focus on building excellence, this executive leader will be responsible for the following:

Responsibilities:

- Set the strategic vision to support SBP's greatest asset –it's people.
- Develop goals and objectives that will optimally recruit, onboard, train, and retain staff and AmeriCorps while being in compliance with all regulations.
- Design and implement a management construct that includes training and tools for all managers, directors and executives at SBP.
- Work collaboratively and effectively with the Executive Team to lead the continued growth and expansion of the organization.
- Develop and implement a world class employee engagement program.
- Manage and maintain a competitive compensation and benefits package.
- Develop information systems needed to manage the human resource area.
- Conduct annual reviews of personnel policies and affirmative action plans.
- Develop and administer emergency preparations plan and protocol.

Knowledge:

- Basic Employment Laws including EEO, Affirmative Action, FMLA, ADA, etc.
- Knowledge of current human resource practices.
- Awareness of disability issues.
- Knowledge of volunteer network/community resources.
- Experience managing federal grant programs is strongly preferred.
- Proficient in Microsoft Word, Excel, Power point.

Requirements:

- A Bachelor's degree is required; a Master's degree is preferred.
- 5+ years of professional human resources experience is required.
- SHRM-SCP or SPHR certification is required.
- Professional services experience preferred.
- Experience working in an ERP system required.
- Must possess a high degree of emotional intelligence.
- Must have experience coaching and mentoring highly degreed professionals in a consulting environment.
- Must believe in an organization focused on a high performance culture, a culture of meritocracy, collaboration, results oriented, and transparency

Performance Expectations:

The individual is expected to:

- Translate broad goals into achievable steps.
- Help set and manage appropriate expectations.
- Handle detailed, complex concepts and problems and make rapid decisions regarding management and development issues.
- Implement conflict resolution with clients and team when necessary.
- Plan and implement programs.
- Maintain a flexible work schedule to meet the demands of executive management.
- Adhere to the highest ethical standards in management and governance.
- Convey a professional and positive image and attitude regarding the organization and the not-for-profit sector.
- Demonstrate commitment to continued professional growth and development.
- Provide effective leadership for staff and take full accountability for achieving departmental and organizational goals.

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SBP is an equal opportunity employer and adheres to all applicable city, state and federal laws regarding equal employment opportunity and hiring practices.

All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.