

CHIEF TALENT OFFICER



Cleveland Public Library Chief Talent Officer opportunity

The Opportunity:

On behalf of our client, the nationally-renowned Cleveland Public Library [CPL], we are seeking exceptional candidates for a new **Chief Talent Officer** opening. The Chief Talent Officer leads the organization's Human Resources Department and will build and oversee a comprehensive talent management strategy. As the principal people manager, they will be the driving force behind the individuals who help fulfill the goals, mission, and vision of *The People's University*.

The Chief Talent Officer will assess, set, implement, and achieve long-term Human Resources goals and objectives in the areas of strategic Human Resources operations and administration, recruitment/talent acquisition, labor and employee relations, compensation, staff training and development, and employee and engagement and performance management in accordance with the strategic direction established by the Executive Director.

In addition, the Chief Talent Officer is the primary Human Resources business partner to the Executive Leadership Team.

About Cleveland Public Library and the area:

Cleveland and the surrounding areas in Ohio boast an impressive network of libraries, including the world-class Cleveland Public Library. With its innovative programs, vast collections, and beautiful spaces, CPL's libraries serve as vibrant hubs for learning, culture, and community engagement. CPL was established in 1869 as the *Public School Library* for the Cleveland Board of Education with just 5,800 books. Today, the Library circulates one of the largest and most extensive collections in the country, boasting close to ten million items at its 30 locations within the City of Cleveland. To learn more, visit: www.cpl.org

The Cleveland metropolitan area offers a vibrant blend of culture, affordability, and opportunity. Known for its exceptional arts and cultural institutions, including the Cleveland Orchestra and the Cleveland Museum of Art, the city also boasts a thriving culinary landscape, three major professional sports teams, scenic lakefront views, and abundant parks and green spaces. Cleveland provides an excellent quality of life at a reasonable cost of living. Its diversity of welcoming neighborhoods and rich history makes Cleveland an exciting place to live and work.

Position Qualifications:

- 10 or more years of experience in all Human Resources disciplines [labor and employee relations, performance management, training and development, recruitment, compensation, benefits, compliance, , policy creation and administration, employee administration, etc.] is required.

- A Bachelor's degree in Human Resources, Business Administration, or a related field is required. Master's degree is preferred.
- SHRM-CP/SHRM-SCP or PHR/SPHR certification is required.
- Experience with the requirements of transparency and openness in all matters required of public organizations is required.
- Experience in multi-unit/multi-location management is required.
- Experience with a distributed workforce is required.
- Experience with capturing metrics and producing various employment-related reports is required.
- Experience working as part of a senior management team and a Board of Directors/Trustees is required.
- Experience with collective bargaining and labor relations is preferred.
- Experience as a Human Resources leader in a medium to large sized public employer is preferred.

Position Benefits:

- A generous compensation package includes competitive base pay with a pay range of \$130,000 to \$155,000.
- Comprehensive healthcare benefits include medical, dental, vision, life, and more.
- Generous paid time off benefits.
- Eligibility to participate in the Ohio Public Employees Retirement System [OPERS] and Deferred Compensation Programs.

To Apply:

To be considered for this position, please submit your resume and a cover letter [including salary requirements] via email to: ryansheehan@oahumanresources.com. No phone calls or faxes will be accepted. No third party candidates, please.