The University of Maine System is seeking to fill the position of Director of Human Resources for its University of Southern Maine campuses. Located at its historic campus in Gorham, its community focused campus in Lewiston, and on its dynamic downtown campus in Portland, USM provides the University of Maine System with its largest metropolitan presence in one of America’s most beautiful and vibrant small cities. Under the able leadership of a new President, USM is poised to enter a transformational period that expands upon its mission to support sustainable development, environmental stewardship, and community involvement and deliver on its promise to serve as a center for discovery, scholarship, and creativity. Home to the University of Maine School of Law and the nationally recognized Muskie School of Public Service, USM offers not only the student, but the working professional the opportunity to thrive in a diverse academic community.

The Director of Human Resources will play a pivotal role in the continued growth of USM providing leadership and primary HR counsel directly to the President and their top-level administrative team. Addressing University system, campus, and department needs with effective HR strategies, the HR Director also partners with System-wide HR Centers of Excellence to develop and implement progressive HR solutions that support relevant strategic goals and provides comprehensive HR generalist support to USM faculty and staff. As such, the Director not only provides reliable direction and guidance on HR related issues and/or services, but ensures consistency and compliance with policies and regulatory requirements. The Director supervises a team of Human Resource Business Partners (HRBPs) and/or Human Resource Administrative Partners (HRAPs).

The complete job description is linked here.

**Competencies:**

- **Integrative Ability:** Identifies the elements of a problem situation and understands which components are critical; sees different types of situation structures and therefore, different types of solutions.

- **Long Range Planning:** Identifies long-range goals and designs realistic plans to attain them; sees the big picture and then determines which direction to take and how to use resources to attain future goals.

- **Systems Thinking:** Implements solutions to organizational problems and develops organizational or service delivery systems in a way that factors in or encompasses the interactions of all of the systems and organizational entities involved. Provides analysis of problems and issues that accounts for the interactions of all systems and organizational entities over time.

- **Communication and Contacts:** Builds productive relationships and communicates with excellence, including effective written, spoken, presentation and facilitation skills with internal and external constituencies.

**Required Qualifications:**

- Bachelor’s degree or combination of education and relevant experience
Ten plus years of strategic Human Resources experience with five years leading teams through cultural change.

Demonstrated knowledge of strategic HR in context of one or preferably more of the following areas: policy, process, organizational culture, laws/regulations, collective bargaining agreements, and practical realities. Aptitude and skill to describe options for top management clearly and concisely.

Preferred Qualifications:
- Master’s Degree
- SHRP-CP or SCP certification (and/or PHR or SPHR)
- HR experience in a higher education setting or similarly complex multi-unit organization
- Experience in a union environment

Competitive salary and benefits will be based on the qualifications and experience of the successful applicant. Benefits include medical, dental, retirement and tuition waiver programs. The retirement program includes a 10% employer contribution.

The position is open until filled; however, applications received after the first screening date on 7/23/2015 will be considered at the discretion of the university. To apply, send a complete application packet consisting of a cover letter addressing your experience as it relates to the requirements of this position, specifically the competencies and qualifications, along with a resume and contact information for three professional references to: Director of Human Resources - USM, Office of Human Resources, 16 Central Street, Bangor, ME  04401 or e-mail to umsjobs@maine.edu (preferred) referencing job code 05-08-16. Only complete applications will be considered.

The successful applicant is subject to background screening.

University Services is an EEO/AA employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, age, disability, protected veteran status, or any other characteristic protected by law.