

State of Connecticut



## Department of Administrative Services

# DIRECTOR OF STATEWIDE HUMAN RESOURCES MANAGEMENT

The State of Connecticut is looking for a new Statewide Human Resources leader. This career opportunity is for the dynamic experienced and invested HR professional who has the passion, ambition and vision to transform the State's HR systems and policies to meet the needs of the State workforce now and into the future.



**We Invite You  
to Explore This  
Rare Career  
Opportunity**



# WHO WE'RE LOOKING FOR

## IDEAL CANDIDATES WILL HAVE DEMONSTRATED:

- Experience in developing and implementing large human resource systems and programs.



Photo by Kindra Clineff

- Comprehensive experience with organizational development and change management. Experience with creating organizational efficiency through the utilization of the LEAN Process preferred.
- Advanced knowledge and understanding of employee and labor relations; employee training and development; handling of discipline and grievance matters.
- Experience managing job classifications and compensation activities.
- Strategic design and implementation of innovative social media efforts to attract and retain the most qualified individuals to state service.
- Demonstrated ability to utilize HR Analytics to align with key strategic statewide objectives.
- Experience in applying effective approaches and solutions to address today's HR challenges.
- Ability to establish and maintain co-operative and productive working relationships with State Agency Department Heads, colleagues and employees.
- Success and passion in recruiting, building and developing strong, collaborative and consistently functioning HR teams.
- Successful management and development of HR Competency training programs, orientation and other training programs.
- Effective communication (verbal / written), presentation (informal and formal) and considerable interpersonal skills.
- Ability to build and facilitate trusting, strategic HR partnerships across multiple state agencies.

## EXPERIENCE AND TRAINING

The Director of Statewide Human Resources Management requires a General Experience minimum of (10) years professional experience in Human Resources Management with Special Experience of three (3) of these years at a managerial level formulating program goals and objectives, developing and implementing procedures, initiating program policies, and developing and/or monitoring a budget.

### Substitutions Allowed:

- College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of four (4) years for a Bachelor's degree;
- A Master's degree in personnel or public administration, human resources management, industrial/organization psychology or closely related field or a law degree may be substituted for one (1) additional year of the General Experience;
- A Doctorate degree in industrial/organizational psychology or closely related field may be substituted for one (1) additional year of the General Experience;
- Three (3) years of experience at or above the level of Statewide Human Resources Program Manager may be substituted for the General and Special Experience.

For a complete description of duties, follow this link to the job specification for **Director of Statewide Human Resources Management**.



Photo by Kindra Clineff

## “CONNECTICUT IS STILL REVOLUTIONARY”

Still Revolutionary speaks to Connecticut’s deep roots in the founding of this country and reminds us that we still have that independent, revolutionary spirit. For centuries we have been the home of literary greats, innovators and natural wonders — an incredibly diverse array of products and talent, all right here in Connecticut.

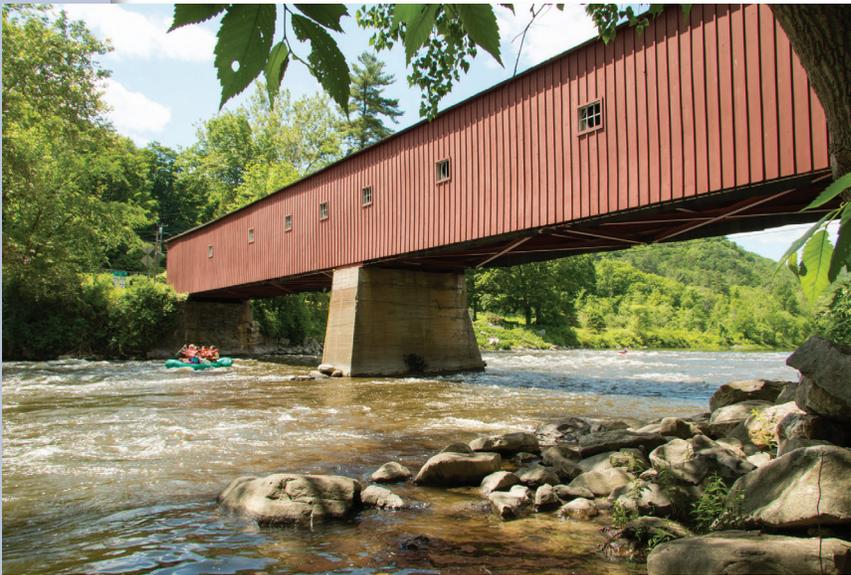


Photo by Bob Gregson

## CONNECTICUT

Just as it has for centuries, Connecticut remains a haven for original ideas and fresh thinking! The state is a rich tapestry of interesting small towns and constantly evolving urban centers. More than any other New England state, we offer a blend of incredible natural beauty and sophisticated cultural options all within close proximity of each other as well to neighboring states. Connecticut possesses a level of taste and refinement with a personable, down to earth quality that is open and inviting. Come and share our excitement about the rich diversity of experiences Connecticut has to offer!

# COMPENSATION PACKAGE



**Salary range \$128,503 to \$175,220.** The total compensation package plan includes a generous benefit package worth over 50 percent of the employee's salary. Benefits and options include: extensive medical and dental insurance options, long and short term disability, life insurance, excellent retirement plan, deferred compensation plan, a generous vacation plan, personal leave, sick leave, 12 paid holidays, dependent care assistance program, and medical flexible spending account program. For more information go to:

[www.osc.ct.gov/benefits/docs/EmployeeHandbook.pdf](http://www.osc.ct.gov/benefits/docs/EmployeeHandbook.pdf).

## TO APPLY

**Application Instructions:** Interested and qualified candidates who meet the above requirements should submit the following documents by **August 28:** a resume with cover letter and an Application for Employment (CT-HR-12) [http://das.ct.gov/HR/Forms/CT-HR-12 Application.pdf](http://das.ct.gov/HR/Forms/CT-HR-12%20Application.pdf)

Please send your application materials to:

**Attn: Brenda Abele**  
**Department of Administrative Services**  
**165 Capitol Avenue**  
**Hartford, CT 06106**  
**E-MAIL: [Brenda.Abele@ct.gov](mailto:Brenda.Abele@ct.gov) or Fax: (860) 622-2640**

Note: The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, persons with disabilities and military veterans.