



CHIEF EMPLOYEE ENGAGEMENT OFFICER (HR DIRECTOR)

Town of Mooresville, NC



About Mooresville

Since the year 2000, the Town of Mooresville's population has increased from 19,048 to over 53,721 and is still growing! Situated in western North Carolina, Mooresville is less than an hour's drive from Charlotte which offers big city amenities as well as the U.S. National Whitewater Center, and it's just over 2 hours from Ashville and the beautiful Blue Ridge Mountains.

The local economy is diverse, with a mix of manufacturing, retail, and service industries. Its proximity to Charlotte provides even more job opportunities and economic stability. Mooresville is the home of numerous high-tech industries, national and international corporate headquarters which includes Lowe's Home Improvement.

Mooresville boasts a thriving downtown where historic preservation meets innovative amenities and businesses. Whether residents and visitors are gathering for a meal, supporting local breweries, coffee shops and other small businesses, enjoying a street festival or parade on Main Street, or attending a live performance at one of several venues, downtown has something for everyone. Significant investment continues to be made to increase connectivity, functionality, and overall quality for this heart of the town.

Mooresville is a vibrant community with numerous parks, recreational facilities, and cultural events. Leisure activities include Pickleball and a state-of-the-art skate park that is the largest skating complex in the southeast. The Town of Mooresville has an 18-hole golf course with a driving range, pro shop, snack bar, and nationally recognized restaurant. Mooresville is known for its quality of life, offering a mix of suburban and rural living, while still maintaining a smaller-town atmosphere.

Located in the heart of the Carolinas, Mooresville is perfectly situated on Lake Norman, which is the largest man-made lake in the state of North Carolina with more than 520 miles of shoreline. Thrillist.com named Mooresville one of the 12 Most Luxurious Lake Towns in the world! As such, choosing to reside in Mooresville means living in one of the most beautiful places on earth.

While the cost of living can vary depending on individual circumstances, Mooresville generally offers a lower cost of living compared to larger cities like Charlotte.



Government

Mooreville operates under a Council-Manager form of government. The citizens elect a Mayor and six Commissioners as the Town's governing body. The Mayor and two Commissioners are elected at-large. The other four Commissioners represent wards and must live in the ward they represent.

The Mayor serves a two-year term, while the Commissioners serve staggered four-year terms. The Mayor, two ward commissioners and one commissioner-at-large run in November of odd numbered years. All elections are non-partisan.

Providing resources and actions to make the Board of Commissioners vision a reality, the Town of Mooreville currently has a strong leadership team with many long-time employees. Both staff and the Board have been open to innovative ideas, practices and projects to better serve the Town's residents and visitors as well as enhance economic development in the area.

The Position

Working under the supervision of the Town Manager, and a member of the Town's management team; the Chief Employee Experience Officer develops and implements strategic initiatives, leverages technology to drive efficiency and effectiveness, collaborates effectively with other leaders across the organization, and has a commitment to inclusion in the workplace.

The role encompasses a wide range of responsibilities, including managing recruitment, compensation, and benefits; fostering positive employee relations; and leading efforts in organizational development and learning. Additionally, the Chief Employee Experience Officer oversees performance management systems, ensures compliance with personnel records and regulations. The position also includes coordinating wellness programs and managing a volunteer program to further the Town's community-focused goals.





Duties and Responsibilities

- Develops, plans and implements goals and objectives, policies and priorities of the human resources programs designed to help the organization achieve its mission
- Develops and implements a wide variety of human resource systems designed to hire, train, motivate and retain employees; works with management, department heads, supervisors, and employees in identifying and addressing conflict, communication barriers, or other problems that negatively impact morale and productivity; facilitates conflict resolution and problem solving regarding issues that detract management and/or employees from a high level of motivation and productivity; assists with determining appropriate disciplinary and grievance responses
- Develops health and wellness programs to create a healthy workforce
- Develops and recommends personnel programs and policies; research existing and new programs for alternative and innovative proposals; seeks legal advice, as necessary; and implements once approved; advises the Town Manager on personnel related issues; confers with department heads on policy issues and interpretation; advises employees on personnel policy and program matters
- Oversees the recruitment and selection programs for the Town. Coaches supervisors and managers in effective and legal hiring practices; maintains records and checks for adverse impact; assists with reviewing screening methods for job-relatedness and effectiveness
- Oversees the Mooresville Volunteer Program
- Administers the classification and pay system; reviews requests for new positions and allocates to existing classification plan or recommends new classes within the plan structure
- Conducts training needs assessments and provides or coordinates training for employees and managers; develops and oversees employee onboarding and other related programs; coordinates team-building in various departments or in the management team
- Provides internal consultation on performance evaluation program, merit pay program, various incentive and recognition programs; participates in determining if programs achieve objectives and are consistent with organizational vision and values
- Reviews, researches, and recommend various benefits programs; insures cost effectiveness of structure and providers of benefits
- Ensures compliance with all federal, state, and local laws, regulations, and guidelines; maintains vigilance on court cases and legislation; researches and implements

Knowledge, Skills and Abilities

- Considerable knowledge of the theory, principles and practices of human resource management, including the functional areas cited, and human behavior
- Considerable knowledge of the laws, principles, court cases, and regulations that apply to personnel policies and practices in the public sector
- Considerable knowledge of the trends and modern technology now being implemented in the human resources fields.
- Considerable knowledge of human resource management information systems.
- Some knowledge of organization development and organizational psychology.
- Ability to establish and maintain an effective personnel program, and to provide management with cost projections, statistical trends, program accomplishments and recommendations for implementing new programs.
- Ability to be innovative and creative in designing new programs, proposing policy changes, and recommending motivational and organizational development to managers.





Education and Experience

A Bachelor's degree from an accredited college or university in human resources management, business or related human service field and seven to ten years of experience in human resources management; a Master's degree in Human Resources Management or Public Administration is preferred. An equivalent combination of education and experience may be considered. A Professional of Human Resources (PHR) certification is preferred.

The Ideal Candidate

The ideal candidate should be a forward-thinking and visionary leader who excels at developing and executing innovative people strategies to enhance employee engagement and organizational effectiveness. The ideal candidate should bring a strong foundation in human resources disciplines, including recruitment, talent management, compensation, benefits, employee relations, compliance, and leadership development, combined with a proven ability to build and refine HR programs that align with organizational goals.

This individual should have demonstrated success in leading transformational change within a human resources department while leveraging technology to drive efficiency, streamline processes, and enhance the employee experience.

Exceptional communication skills are essential for this role, including the ability to instill trust, foster collaboration across all levels of the organization, and maintain open and transparent communication with employees. The ideal candidate will be an approachable and authentic leader, committed to building relationships and creating a culture of trust and inclusion.

As a transformative and innovative HR leader, the ideal candidate will create and oversee progressive employee programs while fostering a culture of excellence within the human resources department. The ideal candidate should be a strategic thinker who uses data to inform decisions, drive meaningful change, and mentor and develop a high-performing HR team. Ultimately, this individual will serve as a key partner in advancing the organization's mission by cultivating an engaged and empowered workforce.

Salary

The Town of Mooresville is offering a salary range between \$102,753 - \$160,699, commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for the successful out-of-area candidate.

How to Apply

Applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: MNCHR

Affion Public
PO Box 794
Hershey, PA 17033
717-214-4922
www.affionpublic.com



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The Town of Mooresville is an Equal Opportunity Employer. We recruit, hire, train and promote employees without regard to race, religion, color, marital status, veteran status, disability, national origin, sex, age or any other protected category. We believe that true excellence comes from the confluence of many different perspectives. We are at our best, when everyone has an opportunity to contribute to the outcome. For additional information about the Town of Mooresville, please visit our website at MooresvilleNC.gov.

