

Chief Human Resource Officer

Toledo Area Regional Transit Authority (TARTA)

Toledo, Ohio

Full-time, On-site

ABOUT TARTA

The Toledo Area Regional Transit Authority (TARTA) exists to empower people to make connections. With more than 50 years of serving Lucas County and Rossford those who make up Team TARTA are now engaged in our most exciting journey yet. From front line employees to senior level administrators, our team is committed to transforming every part of our organization.

This transformation has produced several customer-focused improvements to the system in the last 3 years, including new destinations, new services, and new amenities. With plans for a fully zero-emission fleet in the coming years and more than \$30 million in competitive grant funds won in the last year and a half, TARTA is dedicated to building the transit system the people and businesses of northwest Ohio need and deserve.

In 2021, local voters approved an increase to TARTA's local funding with a .5 percent sales tax in order to expand service and improve equipment. Through our fixed-route, paratransit, and on-demand TARTA Flex services, TARTA provides thousands of trips every day to and from essential destinations. We strive to support the dynamic development and culture of Northwest Ohio with innovative mobility solutions and technology. Since 1971, TARTA has ensured access to transportation to everyone, regardless of age, race, physical ability, or economic background.

Job Summary

The Chief Human Resource Officer (CHRO) is responsible for developing and executing human resource strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, change management, organizational and performance management, safety and security, workforce development, training, and compensation. The CHRO provides strategic leadership by articulating HR needs and plans to the executive management team, stakeholders, community partners, and the board of directors. This is an FLSA exempt position.

Responsibilities

- Responsible for leading the organization's human resources team in areas including but not limited to talent acquisition, compensation and benefits, leadership and workforce development, succession planning, safety and security, and training.
- Establish and implement HR efforts that effectively communicate and support the organization's mission and strategic vision.
- Develop HR plans and strategies to support the achievement of the overall business operations objectives and manage the division's budget.

- Oversee the safety and security program and team members to ensure compliance with local, state and federal requirements. In addition, proactively design and implement a safety-first culture for employees and customers.
- Establish workforce development goals that align with the organization's strategic and service expansion plans, collaborate directly with leadership and community partners to implement short and long-term vision; ensure training strategies serve the needs of our workforce, stakeholders, and the community.
- Serve in a lead role to develop and execute the organization's diversity, equity, and inclusion efforts to ensure the hiring, recruitment and advancement of a diverse workforce.
- Function as a strategic business advisor to the Chief Executive Officer and senior management of each division or specialty group regarding key organizational and management issues.
- Build and maintain partnerships with organization's managers and their teams including partnerships with applicable union representation.
- Work as part of the organization's executive management team to establish a sound plan of management succession that corresponds to the strategy and objectives of the organization.
- Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals.
- Develop and implement comprehensive compensation and benefits offerings that are competitive and cost-effective, aligning with the goals of the organization.
- Partner with training department and coordinate across the organization to ensure implementation, operation, evaluations of training and work readiness activities.
- Work in partnership with the Finance team and its leadership to align in the overseeing of employee payroll related responsibilities.
- Perform other related duties as assigned.

Education and Experience

- A BS/BA degree from an accredited college/university required; MBA or MA/MS in human resources or related field preferred.
- A minimum of 15 years of HR experience, with at least five years of executive HR experience.
- Minimum of five years' experience in public sector employment, leadership role preferred.
- Prior in-depth human resources management in a union environment with experience in participating in union negotiations and labor relations strongly preferred.
- SHRM Senior Certified Professional (SHRM-SCP) and/or Senior Professional in Human Resources (SPHR) preferred.

Working Conditions

Normal working conditions for this position are in both an office and field setting. Business travel may be required periodically between TARTA sites, governmental agencies, and other locations as required.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to sit, talk, and/or hear. The employee is occasionally required to stand, walk, use hands to finger, handle, or feel and reach with hands and arms. Extensive use of computer,

keyboard and viewing of computer screen is required. The employee must occasionally lift and/or move up to 15 pounds. Specific vision abilities required of this job include vision, color vision, and ability to adjust focus.

Compensation

Salary range \$110,000 - \$140,000 annually, dependent on the experience and qualifications of the candidate.

TARTA Benefits include:

- Medical, Vision, Prescription and Dental
- Paid time off, Paid Holidays
- Ohio Public Employees Retirement System (OPERS)
- Deferred Compensation (Optional)
- Free Bus Transportation
- Basic Life and voluntary life insurance

To Apply, please submit a cover letter, resume and a minimum of 3 professional references.

Forward the above information to: tartacareers@tarta.com , RE: CHRO Posting

We will begin reviewing submissions after December 15, 2023.

Resumes will be screened in relation to the criteria outlined in this posting. Candidates deemed to have the most relevant qualifications will be invited to an interview with the consultant. The most qualified candidates will be referred to TARTA for further consideration. TARTA anticipates making an appointment to the position following final interviews and the completion of comprehensive reference and background checks.

Toledo Area Regional Transit Authority (TARTA) is an Equal Employment Opportunity (EEO) employer. TARTA does not discriminate against any applicant or employee on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable federal, state or local laws.