



RECRUITMENT REDEFINED.

Arizona Community Foundation
Chief People Officer
Phoenix, Arizona
<https://www.azfoundation.org/>

Company Description: In the tradition of community foundations across the country, the Arizona Community Foundation is a bridge between generous donors and the nonprofit organizations that support our communities. We encourage connections, share knowledge, and inspire one another to give in meaningful and impactful ways.

For more than four decades, the Arizona Community Foundation has worked in tandem with generous individuals, families, and organizations to address some of the biggest challenges facing our state.

We work with donors to achieve their philanthropic goals by advising them, providing resources, and enabling them to create community change.

ACF Stewards the gifts placed in our care with an eye toward permanence and growth while awarding millions of dollars in grants and scholarships each year.

Mission: Lead, serve, and collaborate to mobilize enduring philanthropy for a better Arizona

Core Values:

- Exceptional Service
- Stewardship
- Integrity
- Innovation
- Nimbleness
- Inclusion
- Collaboration

Budget size: \$13.3 Million

Asset size: \$1.4 Billion

of total Employees: 73

Reports to: President & CEO, Anna Maria Chavez <https://www.azfoundation.org/about/staff/anna-maria-chavez/> Anna Maria Chavez is an executive leader, attorney, inspirational speaker, writer, and community advocate. Previous public service experience includes service under two Arizona Governors, and leadership of local, national, and global nonprofit organizations. Chávez has received numerous awards and recognition throughout her career including World's 50 over 50 Leaders, *Forbes Magazine*, June 2021; Alumnae Achievement Award, Kappa Kappa Gamma, 2018; World's 50 Greatest Leaders, *Fortune Magazine*, 2016; and the Medallion of Excellence Award in Education, Science, Medicine or Civil Rights, U.S. Congressional Hispanic Caucus Institute, 2016.

Position Description:

Arizona Community Foundation's Chief People Officer is a newly created position responsible for developing and executing ACF's Human Resources strategy in line with core organizational goals, building and retaining an exceptional team of professionals and enabling them to achieve their highest potential. This transformational leader will be a core partner in the overall strategic planning process, which will have an impact across the state.

The Chief People Officer will be the CEO's key partner responsible for developing and supporting ACF staff members, including Regional Staff located in Flagstaff, Prescott, Sedona, Yuma and Sierra Vista (10% travel). The CPO will create & implement a plan for coaching, professional development, career pathways, & succession planning.

Responsibilities:

- Steer strategic direction of the organization in the areas of talent management, performance management, training and development, succession planning and compensation/benefits in order to build and retain a team of high performing professionals.
- As a member of the Executive leadership team, advise and participate in decisions with other senior leaders and the Board of Directors that impact the strategic direction of the organization.
- Lead employees within the Human Resources department to advance the organization's human capital goals, implement best practices, reduce inefficiencies and strengthen collaboration.
- Provide leadership development to an exceptionally talented team of professionals.
- Champion and lead organization-wide DEI strategy.
- Create metrics in order to measure the effectiveness and impact of Human Resources strategies.
- Lead and develop culture strategies that advance an exceptional company culture and grow and sustain employee engagement.
- Develop succession planning efforts.
- Manage employee benefit programs.
- Monitor and support employee wellness and productivity.
- Lead on and off-boarding strategies.
- Lead all recruitment strategies and hiring practices.

Requirements:

- A BS/BA degree in Human Resources Management, Business, or related field of study; MBA or MA/MS in Human Resources or related field preferred.
- 5-10+ years' experience at the executive level leading people operations (VP, EVP, C-level).
- Proven track record leading Director-level staff.
- An HR Generalist background with experience in all areas of Human Resources including: Employee Relations, Talent Management, Leadership & Organizational Development, and Total Rewards (compensation & benefits).
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification preferred.
- Success creating and driving implementation of a people strategy for a complex organization.
- Strong analytic skills and experience using data to drive improvement in HR operations.
- Demonstrated success leading change in an HR function.
- Thorough knowledge of employment-related laws and regulations.

- Commitment to the mission and values of Arizona Community Foundation

Why consider the opportunity?

- The Arizona Community Foundation offers a dynamic and rewarding work environment. ACF hires the best talent and strives to create a workplace that is challenging and offers both professional and personal growth.
- The CPO will have the opportunity to provide the vision for the HR function to meet current and emerging challenges, bringing best practices to ensure an optimal level of service.
- Strong workplace culture! ACF's culture revolves around shared values that define who we are and how we operate. We live and breathe these values through our daily work and they guide our decision making.
- Be a part of leadership team taking a well-established and highly reputable organization to meet future challenges.
- Serve in the top HR position for a highly regarding Foundation with impact across the state and nationally.
- Be a strategic partner in taking the team to new levels while serving people in need across 13 counties.

Location: 2201 E. Camelback Road, Suite #405B, Phoenix, AZ

Phoenix is the capital city of Arizona and is located in the central region of the state. Commonly referred to as 'the Valley of the Sun', Phoenix is known for its year-round warm & sunny climate. It's the 5th largest city in the U.S. and offers sophisticated urbanscapes, southwest culture and lots of outdoor adventure.

For more information, please contact:

Colleen Neese
Practice Leader
602-802-8329
cneese@duffygroup.com

Beth Christensen
Senior Recruiter
602-612-5586
bchristensen@duffygroup.com

Nicole Gruenhaupt
Senior Recruiter
602-899-9294
ngruenhaupt@duffygroup.com