

DIRECTOR OF HUMAN RESOURCES THE CITY OF DAYTON, OHIO

This is an exceptional public sector career opportunity for a seasoned, self-confident “student” of the human resources management profession who would like to utilize their skills to elevate a good city department to an even higher level.

The City of Dayton is a high-performing, full-service city comprised of 14 departments that employ approximately 2,000 employees. Located in Montgomery County, the City of Dayton is a Midwestern city located in southwestern Ohio within the American heartland. With a metropolitan population of approximately 1 million residents, Dayton is the hub of a thriving region. The Human Resources Department is a staff support agency that provides direct customer service to employees, managers and unions of the City of Dayton. The Department offers corporate leadership and consultation in regulatory compliance and major human resources systems initiatives for the entire City organization.

The Director of Human Resources is appointed by the City Manager and serves as a member of the City’s executive team. The Director will administer a budget of \$797,000 and provide leadership to a Deputy Director and staff of eleven. Budget oversight by the Director of Human Resources also includes \$20 million in Health Care expense and approximately \$4 million in Workers Compensation expense. The Human Resources Department provides assistance to 14 city departments.

The City of Dayton seeks a Director of Human Resources with proven and extensive experience in human resources leadership and management in a similar sized local or state government, public agency, or comparable private sector organization. The City Manager feels that the organization will benefit from the self-confidence and leadership of a seasoned “student” of the profession, who will assess departmental strengths and weaknesses and not be wed to or limited by tradition and will have the desire to move the department forward. In 2015, five of the City’s labor contracts will expire, and the new Director should expect to employ their contemporary experience in labor/management relations and contract administration in anticipation of the forthcoming contract negotiations, organizational analysis and problems solving.

The new Director of Human Resources will possess an undergraduate degree from an accredited college or university with a major in Public Administration, Business Administration, Human Resource Management or a related field plus at least ten (10) years of progressively responsible management experience in public administration, human resource management or a related field. A post graduate degree may be substituted for one year of experience. Substantial experience with labor/management relations and negotiating strategy, and the ability to train the City’s Managers to effectively address forthcoming labor/management issues, is highly desirable. It is strongly preferred that the next Director of Human Resources reside within the City of Dayton.

The salary range is \$93,579 - \$106,683. The appointment may be made anywhere within the range, depending upon the experience and qualifications of the successful candidate. Please view/download the recruitment brochure at the link below.

To be considered for this exceptional career opportunity, please electronically submit your cover letter, salary history and four professional references no later than **September 2, 2014** to: Clark Wurzberger, The Mercer Group, Inc.; Email: cwurzberger@mercergroupinc.com; Tel. (530) 637-4559; Fax (530) 637-1048. The City of Dayton is an Equal Opportunity Employer and values diversity at all levels of its workforce. Women and minorities are encouraged to apply.

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