	<h1>Chief Resources Officer</h1> <h2>Job Description</h2>		<b>Document Number:</b>  JD-OP-14.08
	<b>Department:</b> Office of the President	<b>Effective Date:</b> July 18, 2016	<b>Revision No</b> 0

### I Reason for Existence


Chief Resources Officer (CRO) is responsible for determining providing leadership in developing and executing human resources strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, organizational and performance management, training and development, and compensation.

### II Duties and Responsibilities

1. Establish and implement human resources (HR) efforts that effectively communicate and support the firm's vision and strategic vision.
2. Develop HR plans and strategies to support the achievement of the overall firm business objectives.
3. Function as a strategic business advisor to the executive/senior management of each business unit or specialty group regarding key organizational and management issues.
4. Work with firm's executive management, establish a sound plan of management succession that corresponds to the strategy and objectives of the firm.
5. Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals.
6. Develop and implement comprehensive compensation and benefit plans that are competitive and cost effective for the firm.
7. Provide overall leadership and guidance to HR function by overseeing talent acquisition, career development, succession planning, retention, training and leadership development, compensation and benefits.

**DDC:** *Please refer to printed files for signatures of approvers.*

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### III Minimum Qualifications

1. At least 10 years' experience in a senior role
2. Significant experience in all facets of modern human resource management with a sharp focus on optimizing culture, engagement and performance.
3. Deep experience in business planning and continuity, transition management, organizational development, workforce analytics and end to end program management.
4. Strong proficiency in formulation and development of strategic business plans, integrating principles of business administration.
5. Highly effective communicator with excellent collaboration, leadership, planning and social skills that can build and maintain relations across.

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