

CHIEF HUMAN RESOURCES OFFICER

Saint Paul, Minnesota

Influence Executive Search is partnering with Ramsey County to recruit an experienced, visionary, and people-centered Chief Human Resources Officer.

This is a pivotal leadership role where you'll shape the county's workforce strategy, drive innovation in HR practices and foster an inclusive, high-performing culture. As the strategic HR leader, you'll collaborate with executive leadership to attract, retain and develop top talent while championing diversity, equity and belonging across the organization.



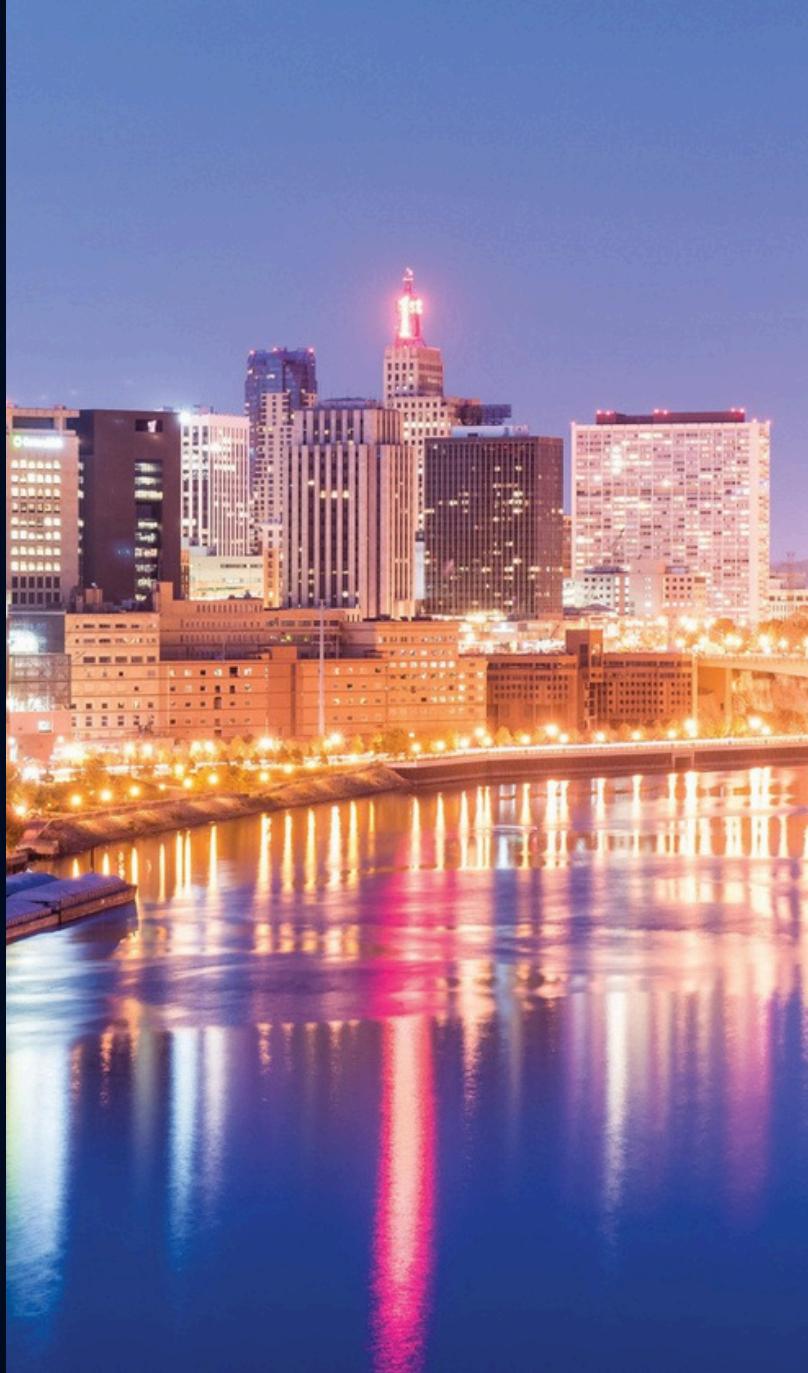
POSITION DESCRIPTION

The Chief Human Resources Officer will lead all aspects of Ramsey County's Human Resources strategy, including talent acquisition, employee engagement, diversity and inclusion, labor relations, compensation, benefits and organizational development. Reporting directly to the County Manager, the Chief Human Resources Officer will be a key member of the county's leadership team, driving initiatives that foster a high-performing, inclusive workplace culture. This role requires a forward-thinking leader who can develop and execute HR strategies that align with the county's mission, values and long-term goals, ensuring Ramsey County is positioned as an employer of choice.

Reports to: **County Manager**

Location: **Saint Paul, MN**

Website: www.ramseycounty.us



COMPENSATION

Ramsey County offers a competitive salary range of: **\$148,531.61-\$220,732.52** for this role, as well as excellent benefits and perks.

BENEFITS

Ramsey County provides a wide range of employee benefits to support health, well-being and work/life balance including participating in the Minnesota Public Employees Retirement Association.

Benefits eligibility can vary depending on union status/contract language. A summary of benefits is provided below. Detailed information is available for review at:

<https://www.ramseycounty.us/employees/employee-open-enrollment-2025-benefits>

Position Profile

CHIEF HUMAN RESOURCE OFFICER



EXPERIENCE

- A Bachelor's degree in human resources, industrial relations, law, public administration, or a closely related area.
- Or any equivalent combination of education and experience may be substituted.
- Eight years of broad-based experience in HR with increasing levels of responsibilities.
- At least four years of leadership and supervisory experience.

BASIC FUNCTIONS

The Chief Human Resources Officer reports to the County Manager or a Deputy County Manager and provides strategic Human Resources leadership to achieve the county's vision, mission, goals, core values, and priorities. This key leadership position assists the County Manager in managing and administering the affairs of the county and carrying out the policies of the County Board. The position serves as the principal Human Resource advisor to the County Manager, county board, and senior management team.

The Chief Human Resources Officer is the strategic leader for all human resource functions across Ramsey County and is responsible for leading, directing, and supervising the county's Human Resources Department. The department is responsible for supporting all service teams in the performance of their business objectives and supporting all activities related to Human Resources.

These activities include advancing racial equity, diversity and inclusion initiatives; talent management, attraction, recruitment, outreach, interviewing, hiring and onboarding; job classifications and compensation; employee benefits design and administration; training and organizational development; Human Resources systems technology; and labor relations.

These services are delivered across all county teams and are central to transforming Ramsey County's vision, mission and goals into tangible outcomes for current and future employees. This position leads in advancing major change initiatives and new human resource strategic initiatives to ensure the county's talent strategy is at all times modern, inclusive and establishing Ramsey County as an employer of choice for current and prospective employees.

Position Profile

CHIEF HUMAN RESOURCE OFFICER



LEADING WITH PURPOSE & IMPACT

What you will do:

- Supervise a department of 60 employees and direct the work of contractors, vendors, and assigned Ramsey County personnel when providing project management of multi-disciplinary projects.
- Manage the Office of Human Resources annual budget of \$11,000,000.00
- Promote and advance a talented, diverse, equitable, ethical and respectful workplace.
- Model Ramsey County's values – People, Integrity, Community, Equity and Leadership – and nurture a countywide workforce culture of belonging and inclusion that enables every employee to be at their best.
- Advise and make recommendations to the county board and County Manager by analyzing state and federal legislation to determine the effect on the County.
- Serve as a visionary leader who is deeply engaged in the development and implementation of the county's strategic initiatives focused on Talent Attraction, Retention, and Promotion.
- Collaborate and partner with county leadership to direct the implementation of countywide talent initiatives in support the county's vision, mission, goals, and core values. This includes organizational development, the employee experience, talent management, and the learning organization.
- Help shape countywide strategic planning, priorities, and budget as a member of the county's Strategic Service Team.
- Lead, manage and develop an efficient, cohesive and highly competent Human Resources team who serve as valued partners to the organization and are seen as HR leaders across the region.

Position Profile

CHIEF HUMAN RESOURCE OFFICER



LEADING WITH PURPOSE & IMPACT

What you will do:

- Work closely with the Human Resources team on the development of HR initiatives and programs to recruit and retain top talent and drive a positive organizational culture and employee experience.
- Develop and manage a countywide employee performance management process, hiring, promotion and separation processes, and countywide data and measurement to assess the impact and outcomes of the county's talent attraction, retention and promotion strategies.
- Oversee, coach and mentor Human Resources leaders and staff.
- Coach county officials and service team directors with Human Resources perspective and implications of talent practices, ensuring compliance with federal, state and local laws, labor contracts and rules.
- Direct the planning, development, prioritization, implementation and coordination of Human Resources policies, procedures, goals, and objectives across the county.
- Prepare and manage the HR budget; and determine operating and capital expenditures.
- Guide the implementation and maintenance of Human Resources systems technology to improve the efficiency and availability of information and services provided to county teams.
- Facilitate creative problem-solving, recognize positive results, manage conflict, and negotiate satisfactory outcomes.
- Commit to partnership with organized labor and its representatives to achieve the County's vision, mission, and goals.

Position Profile

CHIEF HUMAN RESOURCE OFFICER



KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

- A high level of professional integrity, strong ethics and values; leads by example and displays honest and ethical behavior in all interactions; ensures that actions and words are consistent, and follows through on commitments.
- A strong commitment to the vision, mission, values, and goals of the county.
- A strong commitment to eliminating race-based disparities; ensures the county's HR policies, practices and department culture advances racial equity in the workplace and in how staff serve the community.
- A strong commitment to and experience in creating a diverse, successful workforce in a large organization; respect for the diversity of residents and county employees, including individuals with a disability or whose first language may not be English.
- Qualities of adaptability, dependability, and accountability.
- Inspires and empowers staff; builds a culture that drives forward purpose and goals with creativity and innovation at all levels; fosters high staff morale by building a trusting and collaborative environment, providing opportunities for individuals to learn, grow professionally and feel safe and supported in their work.
- Knowledge of HR value-added principles associated with each human resources function: equity and inclusion, recruitment and hiring, classification and compensation; Human Resources Systems Technology, labor relations; benefits; training and organization development; and risk management.
- A strong ability to set expectations, delegate responsibilities, trust the leadership and abilities of individuals on their team to achieve results, while being accessible to problem solve and provide counsel.

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KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

- An ability to create, communicate and advance a compelling and inspired vision and sense of purpose that will motivate individuals and positively influence the current and future state of Ramsey County.
- An ability to hire, identify and develop exceptional organizational leaders and productive workforce while appreciating the benefits of work-life balance for the organization and individuals.
- An advanced ability to effectively listen, speak, write, present, facilitate, and interact in a persuasive manner, diffuse difficult situations and manage conflict appropriately with public and private individuals and groups.
- An ability to meet the expectations and requirements of internal and external constituents; gets first-hand constituent information and uses it for improvements in HR products and services; acts with customers in mind; establishes and maintains effective relationships with internal customers and gains their trust and respect.
- A commitment to work collaboratively with organized labor and its representatives to achieve the county's vision, mission, and goals.
- An ability to develop budget principles, techniques, and strategies.
- An ability to lead and drive organizational change; encourages creativity and innovation in service delivery.
- An ability to objectively coach leaders and staff at all levels through complex, nuanced, and at times difficult issues.



MISSION

A county of excellence working with you to enhance our quality of life.

VISION

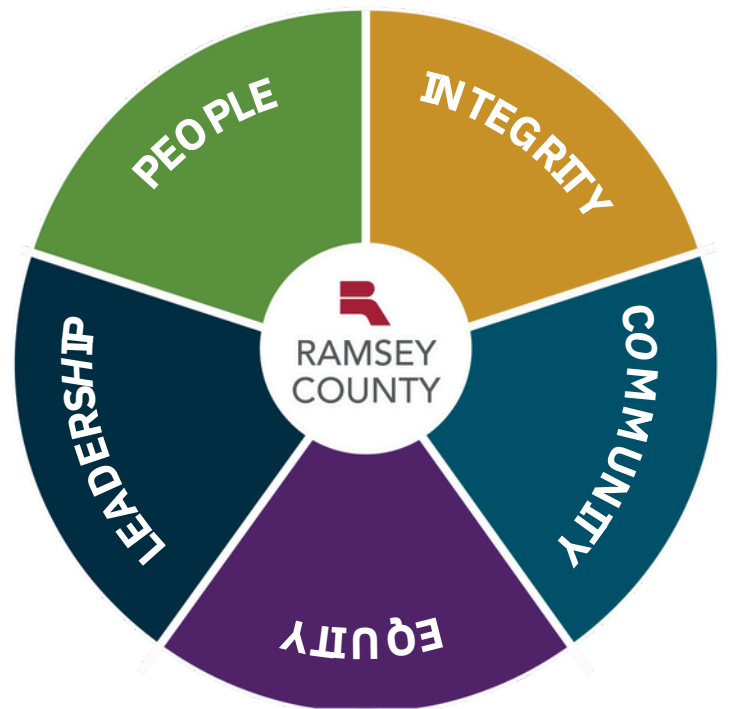
A vibrant community where all are valued and thrive.

STRIVING FOR EXCELLENCE

At Ramsey County, we are committed to fostering a thriving, inclusive, and resilient community by continuously striving for excellence in everything we do. Our dedication to public service is reflected in our unwavering focus on:

- Promoting health, safety, and well-being for individuals, families, and communities.
- Driving economic prosperity and investing in neighborhoods that need it most.
- Expanding access to opportunity and mobility for all residents and businesses.
- Upholding fiscal responsibility, transparency, and strategic investments to ensure sustainable growth and trust.

Through these commitments, we aim to create a stronger, more equitable future where every resident has the resources and opportunities to thrive.



Contact Us

RECRUITER

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FULL JOB DESCRIPTION

Read the full job description at
[Chief Human Resources Officer Job Description](#)

HOW TO APPLY

Interested candidates should apply online by May 1, 2025 at 9 p.m. with a cover letter and resume, at

[APPLY HERE](#)



Our value is in finding the right person based on client's business needs. For that reason:

- **We are industry, size, and sector agnostic.**
- **We ensure that the full breadth of talent is represented in every search.**