



Are you passionate about Talent Development and ready for your next move?

The City of Chesapeake's vision is to be economically strong, culturally diverse, and environmentally responsible, with a quality of life that defines our City as an **exceptional place to live, learn, work, farm, and play.** Our employees embody the City's organizational values, known as the CARES standards (Courtesy, Attentiveness, Responsiveness, Empowerment, and Stewardship) as they carry out the work of the City and strive to achieve our Council's desired outcomes which include cultural diversity, safety, and security. If you want to work for the City that CARES and are committed to our vision, values, and desired outcomes, please review the posting below for a new and exciting opportunity!

The City of Chesapeake is seeking an experienced Senior Human Resources Generalist to serve as the Talent Development lead. This is a key position on the talent development and employee relations team in the Human Resources (HR) Department. This position focuses on planning, designing, and administering learning and development programs for over 3,300 employees. In addition, this position is responsible for serving as a liaison to assigned City departments for consultation on employee relations matters. Duties and responsibilities include, but are not limited to, supervising assigned staff; developing, implementing, and monitoring budgets, programs, policies, and procedures; analyzing training programs, developing training curriculum, and conducting market research; preparing and presenting findings, recommendations, and reports; providing guidance on employee relations matters; and performing additional tasks as assigned.

- Serves as a talent development subject matter expert by providing support, guidance, and advice on all organization development projects and programs for employees.
- Implements HR initiatives to improve organization effectiveness, including performance management systems, talent development, organization design, and cultural development.
- Supports continuous organizational development efforts, makes recommendations to the HR leadership team, develops a communication strategy, and coordinates with internal departments and vendors to provide new training opportunities.
- Develops training curriculum and facilitates trainings.
- Oversees the administration of the City's talent development programs.
- Counsels and advises directors, managers, and general staff on complex employee relations matters including advice on disciplinary actions; assists management with the development of performance improvement plans and takes action to resolve employee conflict.
- Conducts research, compiles data, and presents a variety of studies, analyses, and reports to measure success and make recommendations for improvement.
- Enhances and drives a culture of continuous learning that will deliver an improved employee experience for all levels of the organization including supporting diversity, equity, and inclusion initiatives.

- Stays current in knowledge of federal, state, and local employment laws and assists with ensuring compliance with EEO, ADA, FMLA, and FLSA.

Requires a bachelor's degree or any equivalent combination of education and experience in human resources, management, public administration, or a closely related field and five years of related experience. Proficiency with Microsoft Office is also required. Extensive curriculum development and training facilitation are strongly preferred. Local government experience, intermediate Excel knowledge, and designation as a PHR, SPHR, SHRM-CP, SHRM-SCP, and/or IPMA-CP are preferred.

Interested applicants should apply at <https://jobs.cityofchesapeake.net/postings/8844>.