



ASSISTANT SUPERINTENDENT OF TALENT MANAGEMENT
OFFICE OF HUMAN RESOURCES (OHR)

The Hawai'i Department of Education (HIDOE) is a statewide system of schools using diverse, student-centered models of excellence. As the tenth largest school district in the country, HIDOE has a workforce of 22,000 full-time and 10,000 substitutes and other casual employees, manages a \$1.9 billion dollar budget, and supports 256 public schools and 36 charter schools spanning seven islands that collectively serve about 180,000 students of whom about 51 percent qualify for free or reduced price lunch.

As part of our goal to ensure innovative schools of excellence throughout Hawai'i, HIDOE is adopting a Talent Management approach in its Office of Human Resources (OHR) that includes five key strategies:

1. Recruitment, Retention and Talent Management,
2. Performance Management and Compensation,
3. Induction and Professional Development,
4. Leadership Development and Career Progression, and
5. Employee Culture, Climate and Wellness.

Recognizing that the School Principal is the talent manager of his or her school, the OHR team is charged with working hand in hand with school leadership to attract, grow, develop, and cross-train top teacher and staff talent, while also ensuring effective leadership that supports career path development.

The Department seeks a visionary leader for the position of Assistant Superintendent of Talent Management at OHR to work closely with the Superintendent's Cabinet as a strategic partner in the coordination and supervision of all human resource and talent development functions. The position directs a central and field staff of approximately 240 employees and oversees the following key functions:

- Strategic oversight of OHR performance routines and measurable objectives;
- Leadership development;
- Recruitment, selection, and employment of certificated, classified, and casual employees of the public school system;
- Classification and compensation system;
- Performance evaluation, training, and development;
- Collective bargaining and negotiations, labor relations, and investigations;
- Workers Compensation claims administrator; and
- Wages, salaries, and other employee benefits.

The ideal candidate:

- Has achieved outstanding results in human resources planning and execution, preferably within the public sector;
- Has a track record of influencing and collaborating with senior state and local leaders, principals, teacher leaders, administrators, and labor unions;
- Possesses a collaborative and open leadership style and can lead a team to achieve measurable results;
- Exercises good judgment in the midst of much change or ambiguity; and
- Must be able to think strategically, plan conceptually, and problem-solve.

The ideal candidate should possess a bachelor's degree and 10 years of increasingly responsible management level experience, which preferably includes substantial experience in human resources, labor relations, strategic planning, and change management. Qualified applicants should respond by September 25, 2017 with resume, cover letter, and salary requirements in confidence to:

Superintendent Christina M. Kishimoto
c/o Sean Bacon, Personnel Administrator
Office of Human Resources, P.O. Box 2360, Honolulu, HI 96804
or via e-mail at recruitment_administrator@hawaiidoe.org