



Exceeding Great Expectations

Chief Human Resources Officer

Metro Nashville Public Schools is seeking highly qualified candidates with exceptional and proven organizational leadership experience to serve our district in the position of Chief Human Resources Officer.

Metro Nashville Public Schools is the nation's 42nd largest district, preparing more than 86,000 students to excel in higher education, work and life. Metro Nashville Public Schools is a vibrant and diverse urban school district that strives for excellence throughout the entire system. Our vision is that Metro Nashville Public Schools will be the fastest-improving urban school system in America, ensuring that every student becomes a life-long learner prepared for success in college, career and life.

Metro Nashville Public Schools employs more than 6500 certificated staff and 4,000 Support staff, making it one of the largest employers in Nashville and the state of Tennessee. We have a culture that values excellence, innovation, talent, collaboration, equity and diversity.

The Chief Human Resource Officer (CHRO) is responsible for overseeing all aspects of Human Resources & Organizational Development operations and practices to meet the current needs of the district, as well as, plan and prepare for change. The CHRO position reports to the Director of Schools and acts as an advisor in all areas related to employees, and in other areas as requested. The CHRO is an active member of the Executive Leadership Team that reports to the Director of Schools, tasked with both leading and partnering with senior leaders. The Executive Leadership Team works collaboratively with senior department leaders in driving the district's strategies, operations and resource planning in an effort to optimize organizational effectiveness and performance.

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Key Responsibilities:

The Chief Human Resource Officer is also responsible for the development and implementation of HR strategic planning, operations and leading the district's employee recruitment, development and retention efforts. Develops progressive and proactive compensation and benefits programs to provide motivation and incentives that promote staff effectiveness and performance. Develops appropriate policies and programs designed to attract a diverse applicant and employee pool. Manages the budget and other financial measures of the HR department. Leads and promotes ongoing professional development for the HR department and other district stakeholders to promote individual and professional growth opportunities. As well as, oversees the implementation and ongoing use of enterprise and HR specific platforms to promote streamlined workflows and operational efficiencies.

Skill Requirements:

The successful candidate must exhibit general knowledge of how schools operate and have an extensive understanding of the district's strategic plan for the school system, in order to coordinate the work of all offices that report to the Chief Human Resource Officer. Possess a broad knowledge of employment law and practices related to human resources, as well as, local and state laws, policies, and procedures. The ability to build a well-integrated human resources team that exhibits excellent cross-functional communications and execution capabilities that support the strategic initiatives of the school system.

In addition, the selected candidate must be able to demonstrate success in managing change in a constructive manner, as well as, leading and facilitating collaboration among offices. The ability to articulate a vision and implement a strategic plan with progress monitoring and established goals; proven ability to execute programs effectively and produce results; and significant skill in directing the work of others and resolving complex problems. Excellent conceptual, analytical, problem solving, organizational, and leadership skills.

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Exceptional oral, written and presentation communication skills, and a proven record of accomplishment, working collaboratively with various constituencies.

Minimum Qualifications:

- Bachelor's degree is required.
- Senior Professional in Human Resource or Society for Human Resources Management – Senior Certified Professional is preferred.
- A minimum of seven years leadership experience with at least three years in an executive role. Experience leading the Human Resources function of an organization is preferred.
- Excellent Communication (oral and written), Business Acumen and Relationship Management skills.

For consideration, please email your letter of interest and resume to

DirectorsCabinet@mnps.org

Application Deadline – January 15, 2020

Metropolitan Nashville Public Schools is an Equal Opportunity Employer. ADA requires MNPS to provide adequate accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

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