



Chief People Officer

Job Scope

As the Chief People Officer of FSG, you will hold a critical position that will require you to manage and oversee the company's most important asset – its human capital. You will be responsible for leading and directing the entire HR function of the organization, serving as the key strategist for all people-related matters. Your role will be to advise the CEO on all key HR issues and to develop and support initiatives that can drive the company's performance and tap into the potential of key employees. In this role, you will be responsible for designing and implementing people strategies and processes that are aimed at attracting, developing, and retaining exceptional talent within the organization. You will be tasked with developing and implementing best practices for performance management, talent acquisition, employee engagement, and retention. Additionally, you will be responsible for fostering a culture of continuous learning and development within the organization, and for ensuring that all employees have access to the resources they need to grow and develop their skills and abilities. Overall, your role as Chief People Officer will be critical in helping to build and sustain a high-performing and engaged workforce at FSG.

Responsibilities

- Builds out the HR Department, the team, and infrastructure to be in line with the growth and needs of the company
 - Builds a budget to address people's needs and matters with an informed perspective to estimate financials needed for growth projections, employee headcount, talent attraction monetary needs, benefit-cost increases, salary cost increases, and turnover rates and retention needs
 - Ensures recruitment of talent is a priority and that recruitment initiatives support the company's quarterly and annual growth goals
 - Responsible for setting, enforcing, and evaluating legally compliant employment policies, procedures, and best practices and proactively ensuring to remain current on laws and regulations that could affect the workforce or the business.
 - Sets the tone for the team's culture of trust, respect, and accountability through the forward-thinking, creative improvement of scalable hiring, training, and retention practices
 - Strategic direction and oversight of all significant people functions (hiring, performance management, succession, compensation, compliance, benefits, learning and development, safety, health, etc.)
 - Management of employee relations, problem-solving, and conflict resolution in a manner that positively supports both managers and employees and promotes respect for all Planning, implementation, and management of employee engagement initiatives & people services
 - Assessment and management of employment-related risk factors, regulatory & legal compliance
 - Oversight of all necessary record-keeping, compliance, and reporting requirements, including safety/health and management of the HRIS

As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status.



Oversight, management, coaching, and support of direct reports within the HR Department. Ensure all employees' emotional, physical, and mental well-being and safety on the job site, in the office, or WFH, etc.

Requirements

- Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree preferred).
Proven experience in a senior HR leadership role, ideally as a Chief People Officer, Chief Human Resources Officer, or equivalent.
In-depth knowledge of HR best practices, talent management, and organizational development.
Strong understanding of employment laws, regulations, and compliance requirements.
Experience developing and executing comprehensive people strategies aligned with business objectives.
Proven track record of effectively leading and managing a high-performing HR team.
Excellent communication and interpersonal skills, with the ability to build relationships and influence stakeholders at all levels.
Strong analytical and problem-solving skills, with the ability to leverage HR metrics and data to drive strategic decision-making.
Demonstrated ability to drive change, foster innovation, and lead organizational culture transformation.
High level of integrity, ethics, and professionalism.
Professional HR certification (e.g., SHRM-SCP, SPHR) is a plus.