



## **CHIEF OF HUMAN RESOURCES** **WSSC Water** **Laurel, MD**

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WSSC is seeking an experienced human resources professional to provide executive leadership and strategic direction as the utility's Chief of Human Resources.

### **ABOUT THE ORGANIZATION**

Established in 1918, WSSC Water (WSSC) is currently among the largest water and wastewater utilities in the nation, with a network of nearly 6,000 miles of drinking water pipeline, over 5,600 miles of sewer pipeline, and a service area that spans nearly 1,000 square miles and includes 1.9 million residents in Prince George's County and Montgomery County in Maryland.

### **ABOUT THE POSITION**

The Chief of Human Resources is responsible for driving the development and execution of talent strategies that support WSSC Water's mission and align with its core values. The Chief of Human Resources will focus on key areas, including workforce development; employee engagement; talent acquisition; diversity, equity, and inclusion (DEI); performance management; leadership development; and succession planning.

As a member of the senior leadership team, the Chief of Human Resources will ensure that HR policies, programs, and services promote a workplace culture of inclusion, respect, and continuous growth. This leader will also play a key role in supporting the organization's Strategic Plan Priorities for Workforce Development by implementing strategies that foster a highly skilled, motivated, and engaged workforce.

A starting salary in the low \$200K range is anticipated for this position. This position is governed by an "at will" employment contract and serves at the pleasure of the General Manager/Chief Executive Officer. This position is not within WSSC's merit system.

## ESSENTIAL FUNCTIONS

WSSC Water's Chief of Human Resources will have broad strategic and managerial responsibility across the following priority areas:

**Workforce Development Strategy:** Lead the development and execution of workforce strategies that align with WSSC Water's Strategic Plan Priorities for Workforce Development, ensuring the recruitment, retention, and development of a high-performing and inclusive workforce.

**Talent Acquisition & Retention:** Develop and execute innovative talent acquisition strategies to attract top talent across all levels of the organization. Implement retention strategies to reduce turnover and foster a culture of engagement.

**Employee Engagement & Culture:** Create and maintain a workplace culture that supports employee engagement, continuous learning, and professional growth. Lead initiatives that enhance employee satisfaction and promote an inclusive, equitable work environment.

**Leadership Development:** Design and implement leadership development programs that build a strong leadership pipeline and drive leadership effectiveness across the organization.

**Performance Management:** Oversee performance management processes, ensuring continuous feedback and alignment with organizational goals. Foster a high-performance culture by holding leaders accountable for talent development and team performance.

**Diversity, Equity & Inclusion (DEI):** Develop and integrate DEI initiatives into all aspects of HR programs, policies, and culture to create a fair and inclusive work environment.

**Succession Planning:** Lead the succession planning process to ensure the organization is prepared with a robust pipeline of talent to meet current and future needs.

**HR Metrics & Analytics:** Utilize data and HR analytics to assess the effectiveness of HR programs and initiatives, providing insights that drive decision-making and continuous improvement.

**Collaboration with Executive Leadership:** Serve as a strategic advisor to the executive leadership team on all HR-related matters. Collaborate with other senior leaders to ensure alignment of HR strategies with organizational objectives.

## QUALIFICATIONS

The successful candidate for the position of Chief of Human Resources at WSSC Water will have a bachelor's degree in Human Resources, Organizational Development, Business Administration, or related field and at least 12 years of progressive experience in HR leadership roles, including Talent Management and Acquisition, Employee Engagement, Workforce Planning and Development, Budgeting, and Compensation and Benefits. A master's degree and certification in HR, leadership coaching, or organizational development are preferred.

## QUALIFICATIONS (cont.)

As leader of WSSC's Human Resources Department, the next Chief of Human Resources will have a working knowledge of the public workforce development system – and its pillars of recruitment, retention, and engagement – and be knowledgeable of and proficient in all of the elements of a Total Rewards Strategy, including:

- Benefits
- Classification and Compensation
- Engagement Strategies & Employee Experience
- Training & Development
- Wellness & Work/Life Balance Programs

The qualified candidate will also have demonstrated the following expertise, knowledge, skills, and competencies:

- Implementing digital HR tools and technologies to enhance talent management and employee experience.
- Designing and implementing strategic HR initiatives, including leadership development, performance management, and DEI practices.
- Strong business acumen with the ability to align HR strategies with organizational goals.
- Ability to lead large-scale organizational change and foster a high-performance culture.
- Strong interpersonal and communication skills with the ability to influence at all levels of the organization.
- Leveraging data and HR analytics to inform HR strategy and decision-making.
- Creating and managing departmental budgets aligned with organizational priorities and goals.
- Setting and analyzing compensation structures and benefits packages through the lenses of competition, equity, development, and retention.

Success in the areas described above while in a leadership role within a government or utilities organization is a plus. Experience in the water sector is preferred.

#### **TO APPLY**

WSSC Water is partnering with PoliHire to recruit their next Chief of Human Resources. Interested individuals are invited to [click here](#) to apply.

*Once your application is successfully transmitted, you will receive an auto-generated acknowledgment email. Please be aware that this confirmation email may be in your junk/spam folder.*