



Commercial Vehicle Group, Inc. (CVGI) is a diversified industrial company that provides seating systems, electro-mechanical assemblies, wire harnesses, plastic parts, engineered structures, panel assemblies, and warehouse automation subsystems for many markets including ecommerce, e-tailing, trucking, last-mile delivery, electric vehicles, military equipment, warehouse equipment, buses, construction equipment, agricultural vehicles, specialty transportation vehicles, mining, industrial equipment and off-road recreational markets.

We are currently seeking a **Director of HR Operations** reporting to the CHRO.

Why you want to join the CVG HR team:

We have an exciting opportunity for a strategic, creative, business focused HR leader to report to the Chief Human Resources Officer and lead the implementation of people processes aligning to business goals and outcomes. The Director of Human Resources Operations will be a true business partner at the forefront of an HR evolution to support our high speed, evolving company. This partner will be involved from the ground phase of building an engaged and inspired culture. The position contributes to business performance by providing strategic consulting on people strategies, organization design, performance management, recruitment, training, compensation, governmental compliance, organizational culture and employee engagement. In addition, this position will partner directly with the CHRO and entire HR team to anticipate and optimize the organization's people needs to align with the overall business strategy.

Key responsibilities contributing to a positive business outcome:

- Partner with business leaders on the development and implementation of key business strategies and initiatives; identify opportunities where HR can support and drive business goals and objectives.
- Operates as a trusted advisor by using professional credibility and strong relationships with senior leaders to influence key priorities.
- Coach and leverage the field HR managers and associates for effectiveness in change management and implementation of best practices of a broad range of HR services including but not limited to; organizational development, talent management, compensation, engagement, staffing and employee relations.
- Assess and drive organizational readiness and capacity, capability and retention, engagement initiatives, always with an eye to diversity, equity and inclusion.
- Develop solutions to people and service needs using data, metrics and regional reviews to provide insights and analysis of the organization's "health" by building mechanisms from the ground up that look at trends in performance, employee satisfaction, attrition, diversity, etc.
- Lead complex initiatives where the impact is significant in supporting the business needs. Initiatives include employee retention, performance management, talent assessment, succession planning, organizational design, compensation planning (equity, bonus, merit), and leadership development.
- Collaborate with field and headquarters HR as well as our people leaders to ensure readiness for growth, restructure, M&A and all facets of organization design.
- Provide insight to HR leadership to implement strategic HR and operating plans.



Experience for individual, optimal success:

- Bachelor's degree required; graduate degree preferred.
- Minimum of 10 years generalist/specialist experience in Human Resources with increasing levels of responsibility.
- Strong business acumen with significant manufacturing or operations background, a role up your sleeves attitude.
- Experience in staffing, organizational change, development & training, employee/labor relations, compensation, and benefits.
- Able to provide organization insights and navigate culture change; coaching and leadership to move the needle on diversity, equity, and inclusion.
- Experience in HR technology implementation, partnering with 3rd party partners and leading change management processes.
- Demonstrated ability to drive major initiatives through the organization and influence decision makers at all levels.
- Ability to be proactive, to anticipate and provide alternatives and options to the business.
- Outstanding written and verbal communication skills; must be an articulate and persuasive communicator, able to build and tell a clear and concise story.
- Ability to prepare and build narratives based on collection and analysis of data for leadership and Board of Directors requirements.
- Ability to conduct group facilitation, and coach and counsel management at all levels.
- Ability to lead change and model new behaviors to drive business outcomes.

Location:

New Albany, OH or one of our largest, strategic locations; otherwise, the ability to travel at a high level.

Sponsorship is not available for this position currently.

Our eligible associates enjoy competitive wages and benefit package including comprehensive medical, dental, vision, 401(k) plan, company paid life insurance, paid holiday, personal days, and vacation.

Resumes may be submitted as directed below. Include the job title in all submissions.

Email:
HR@cvgrp.com

Fax:
614-289-0377

Mail:
CVG, Inc.,
Attn: Human Resources
7800 Walton Parkway
New Albany, OH 43054

CVG is at the forefront of a different people approach. We are looking for candidates who are seeking an opportunity to look at challenges as an opportunity for creative resolution and improve outcomes for customers, employees, and shareholders. CVG is committed to diversity and inclusion and welcomes qualified applications without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status or any or any other status protected by law.