



SENIOR DIRECTOR OF HUMAN RESOURCES

WHO WE ARE

The Dallas Zoo is Texas' oldest and largest zoo, and an institution that has become one of Dallas' most acclaimed cultural attractions. Situated on 106 developed acres in the heart of Oak Cliff, just three miles south of downtown Dallas, the Zoo is home to over 400 species and more than 2,000 animals. Over the last decade, the Dallas Zoo has opened 18 new and renovated exhibits that have helped drive visitation, doubling attendance and revenue; demonstrated by four consecutive years of one million+ guests. Since 2014, USA Today has consistently ranked it a top-10 zoo in the country. The Dallas Zoo currently employs more than 350 employees and has an annual revenue budget of \$34M.

WHO YOU ARE

The Senior Director of Human Resources will develop and lead the Human Resource strategies and functions for the organization. The chosen candidate will support organizational strategy by leading talent acquisition and management, employee relations and engagement, compensation and benefits administration, performance management, and regulatory compliance. This is a key role for the organization that reports to the Chief Financial Officer while working closely and collaborating with the leadership team and peers throughout the organization.

WHAT YOU WILL BRING TO THE POSITION

- Undergraduate degree required; advance degree and/or HRCI/SHRM certification a plus
- Six to eight years of progressively responsible experience in a senior human resources role handling broad components of the human resource function
- Extensive knowledge of employment law across HR disciplines (Federal, State and Local)
- Technical HR Software experience; implementation experience a plus
- Favorable experience leading and managing a team
- Utmost respect for confidentiality and ability to exercise good judgment when handling sensitive information
- Excellent attention to detail and ability to multi-task
- Must be proficient in Microsoft Office (especially MS Excel)

WHAT'S IN IT FOR YOU

- Generous compensation and paid leave package
- Opportunity to lead workforce strategies that will contribute to our mission of *Engaging People & Saving Wildlife*
- Medical, dental, vision, life and disability benefits
- 401(k) Match

Interested individuals should send a resume and cover letter to nonprofit@victorysearchgroup.com with Dallas Zoo in the subject line.