



## VICE PRESIDENT – HUMAN RESOURCES

### THE COMPANY

Our client, **Ecowize** North America, is a market leader in high-performance, high-compliance sanitation solutions covering all aspects of food safety. With several decades of experience in protecting food sector brands, they provide customized cleaning and sanitation services to the food industry, supported by their world-class eQMS-Systems. Drawing on their international network, their proven expertise is backed by their constant innovation and passion for achieving excellent results that meet evolving quality standards and ensure complete peace of mind.

Ecowize North America forms part of the Ecowize Group headquartered in Sydney, Australia. The Ecowize Group is a global leader in high-compliance sanitation solutions in the food industry with over 6,500 employees operating in 5 countries.

#### Why Ecowize?

- They listen to your needs and provide timely responses to feedback
- Their robust systems ensure standardization and due diligence
- They are experts in ‘complex site’ environments - both wet and dry plant
- Their ad hoc or scheduled services are offered and available irrespective of company size
- Their efficient eQMS-Systems use real-time data to allow them to deliver consistent results
- They are at the forefront of technological innovation ensuring excellence and peace of mind
- They assist clients in identifying and implementing process improvements to reduce overall operational costs
- They provide ongoing training to our employees to ensure a safe working environment
- Nurturing strategic partnerships is at the core of how they operate

#### **Ecowize Purpose**

Building trusted partnerships through our food safety solutions, every day.

#### **Ecowize Vision**

To be the leader in food safety solutions in our chosen markets

#### Ecowize Values

- Partnership
- Integrity
- Excellence

## THE OPPORTUNITY

Reporting to the CEO, and as a key member of the senior leadership team, the VP of Human Resources will set the strategy and vision for North America HR. The VP will serve as a consultant and partner to executives and senior leaders by delivering high-impact talent strategies that are analytically based and aligned with business objectives. The right candidate will be a proactive and strategic thought leader with executive presence and functional HR expertise alongside a desire to roll up his/her/their sleeves. The VP will be responsible for building and developing a best-in-class human resources function to support business needs and foster strong employee development and engagement.

The successful candidate will be able to function well in a fast-paced, high growth, ever-changing environment and be able to take a consultative, practical approach to identify and implement people solutions at all levels in the organization to drive and support the business objectives. The VP will possess strong interpersonal skills and the ability to build solid relationships at every level. This role demands partnering closely with the executive team, business leaders at all levels, and employees throughout the organization. The VP will need to consistently deliver on strategic initiatives in line with the organizational goals and objectives and must be able to lead through influence. The ideal candidate will thrive in a dynamic and changing environment and enjoy challenges while supporting a seamless HR operational experience.

*Key Responsibilities include, but are not limited to:*

- Build and execute the company's North American people strategy in alignment with its strategic plans and high growth strategy.
- Act as the HR advisor and business partner to senior leadership to drive positive organizational impact.
- Understand the business and its challenges to help address the organization and people needs including organizational structures, organizational effectiveness, and team and individual performance.
- Lead the development and delivery of North American programs, process, and services related to attracting, engaging, developing and retaining top talent.
- Lead, mentor, and develop a team of HR professionals.
- Develop people strategy related to M&A activity including due diligence and integration and build processes, programs and strategies to effectively scale the organization.
- Work in partnership with the leadership team to create a cohesive, high-performing culture across the organization.
- Drive change management efforts to meet the changing needs of the business.
- Design and oversee the performance management process and provide guidance to leaders on employee performance, evaluation, feedback and career development to drive a culture of continuous learning for increased engagement, growth, adaptability, and scalability.
- Provide creative and thoughtful development of recruiting and retention strategies and build robust talent pipelines.
- Design, develop and implement effective orientation and onboarding programs.
- Drive HRIS implementation to enhance process efficiency and adoption, bringing good working knowledge of HRIS systems.
- Develop and implement effective talent assessment strategies to identify top talent, both

internally and externally, and the gaps between current capabilities and required competencies and skills to meet future strategic objectives; design and implement talent management, development, and succession planning programs to address gaps and ensure team members are engaged, growing and performing at the highest level.

- Create a learning and development strategy that incorporates leadership development, employee development, mentoring and coaching.
- Responsible for assessing Organizational Design & Effectiveness to establish action plans in alignment with the people strategy for the business.
- As the business grows, build a high-performing HR team by hiring effectively, setting expectations, growth and development goals, and holding the team accountable to deliver results; manage the HR department budgeting process in alignment with strategic planning.
- Develop and align thoughtful, evidence-based compensation and reward strategies to drive employee and business performance in partnership with the North American leadership team and the global HR/Compensation team.
- Provide thoughtful strategic and tactical consulting to the Board, CEO and senior leadership team regarding talent and culture development.
- Develop and implement effective training programs across all levels of the organization.
- Monitor HR data to ensure legal and regulatory compliance, fair and equal employee opportunities and employee engagement.

## DESIRED CORE COMPETENCIES

- Bring strong business acumen and ability to learn the business and actively participate in strategic decisions.
- Be a trusted advisor who is comfortable coaching and developing leadership capabilities.
- Be intellectually curious, approachable, solution-oriented, practical and possess a high degree of emotional intelligence.
- Bring experience leading all areas of HR including talent acquisition, talent management, compliance, benefits, compensation, employee relations, performance management and development, engagement and retention.
- Bring strong analytical capabilities to be data-driven and execution oriented.
- Develop a cohesive culture where employees actively participate in shaping the success of the organization to ensure continued company growth.
- Able to shift between strategic thinking and tactical execution multiple times over the course of a day. You can coach and advise, but also get your hands dirty and embrace hands-on tasks.
- Build scalable processes that will continue to work as the organization experiences exponential growth.
- Bring board of director and compensation committee experience with a focus on executive compensation programs.
- Have HRIS implementation experience.
- Be a creative problem solver with a customer-centric focus and a proven ability to lead, effectively influence, build trust, and communicate at all levels of the organization as well as with the board and other outside stakeholders.
- Experience with an hourly, generally unskilled, field labor workforce.
- Worked in a decentralized multi-site service-based organization.

- Bilingual in English and Spanish is preferred.
- Mergers & acquisitions experience a plus.
- Experience working with labor unions (including contract negotiation) a plus.
- Ability travel as needed.

## PERSONAL CHARACTERISTICS

- The individual must be agile and comfortable with interacting verbally and in writing with numerous individuals with different personality profiles.
- Process-oriented, yet flexible; deals well with ambiguity and demonstrates adaptability.
- A hybrid executive that can think strategically and act tactically.
- Must possess courage of conviction and be a solutions provider.
- Confident and mature communication abilities with executive presence.
- Focused and engaged in building a positive work environment. Should naturally encourage cooperation and collaboration with team members.
- A high level of integrity, honesty and professionalism.



## EDUCATION & EXPERIENCE

- Bachelor's degree in Human Resources or a related field, with an Advanced Degree preferred.
- 10-15+ years of progressively responsible experience in Human Resources with at least 5+ years in a leadership position at a Director or VP level.
- Professional certification through HCI or SHRM (SPHR or SHRM-SCP for example) or progress towards such designations is highly preferred.
- Bilingual preferred.

## COMPENSATION

- Competitive Base Salary
- Annual Performance Bonus
- Medical Benefits
- 401(k) Program with company match
- Relocation assistance is available if necessary.

## LOCATION

Geographically, this position can be remote until an operational office is fully established in Sarasota, FL.

Conveniently situated in southwest Florida between Tampa Bay and Fort Myers, Sarasota offers easy access to the beautiful Sarasota Bay and the Gulf of Mexico. Sarasota has several islands

(called Keys) including Lido Key, St. Armands Key, Longboat Key & Siesta Key. It is home to many fine arts, film-making, and decorative arts.

- [Things to do in and around Sarasota](#)

With a vision is to be a world-class community and treasured destination, with enduring natural beauty, charm and diversity, Sarasota is a great place to live, work, and play.



## APPLICATION PROCESS

CBIZ EFL Associates, an executive search firm, is assisting Ecowize North America with this important search. All calls and inquiries should be made through the search firm. Applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled. Please email your resume and cover letter to Kim Bradney at [kim.bradney@cbiz.com](mailto:kim.bradney@cbiz.com).

## NON-DISCRIMINATION

Our client and CBIZ EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.

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