**Director, Human Resources**

**Mercury Systems – Hudson, NH**

**Summary**

The Human Resources Business Partner Director will drive the talent strategy and execution for the business and functions within their assigned client groups.  In addition, this individual will lead a team of HR business partners.  This individual will need to partner closely with peers across the business and matrixed organizations to deliver thorough talent solutions.  The HRD will have accountability for multiple businesses/functions which may be located across the United States.  In addition, this role collaborates with the HR Centers of Excellence (Total Rewards, Talent Acquisition, Talent Management, Workforce Solutions) to deliver complete HR solutions to their internal executives, managers, and team members.

**Job Responsibilities**

* Lead Change management process on values, mindsets, and behaviors as well as cross functional projects / HR related work
* Act as a strategic leader and change agent to identify, implement and analyze success of programs to support business needs
* Ability to build strong relationships with business leaders and peers
* Coach and advise managers as well as mentor employees on team interactions and manage employee relations.
* Partner with Workforce Solutions and Finance as well as functional leadership on our unified Workforce Planning tool as well as the consolidation of talent needs, cost and timing into our Annual Operating Plan. Drive successful closure of requisitions by helping managers identify, attract and retain top talent in the organization.
* Help managers identify developmental opportunities and succession for their workforce
* Deliver performance and compensation planning, talent management/succession planning and training as outlined in the Human Resources annual calendar
* Embody Integrated mindset by connecting business and functions to drive one Management Operating System
* Partner with business leaders to ensure employees are empowered, engaged and accountable for delivering business results

**Required Qualifications**

* Bachelor’s degree in human resources, business, engineering or a related field
* Minimum of 16 years’ experience in Human Resources; including strong Organization Design experience
* Experience working across a matrixed organization.
* Prior Electronics industry experience
* Exceptional communication, leadership and planning skills with the ability to influence without authority and engages for impact across teams
* Ability to travel within the United States; based on business demands

**Preferred Qualifications**

* Prior Aviation and Defense industry experience
* Strong understanding of Compensation, Talent Attraction, HR Analytics
* Familiarity with Benefits and Payroll processes

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