

## VP of Human Resources

### Company Overview

Veterans Accountable Care Group, LLC (VACG) is a deeply experienced health services development and management organization focused on assisting governmental agencies and commercial health plans optimize care delivery programs. Our executive leadership and partners have formulated and executed clinical integration strategies for some of the country's leading health care delivery systems, federal agencies and state governments. Our core focus is the Veterans Health Administration and the DOD's Military Health System, targeting opportunities requiring technology-enabled solutions, delivering innovative approaches to care delivery and highly-effective administrative services.

- VACG offers a competitive benefits package including: health benefits, 401K, company holidays, PTO, etc.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- VACG is an equal opportunity employer.
- The VACG operations center is conveniently located in the DC Metro area with parking available on site. Also convenient to public transportation.
- Apply by submitting resume and informative cover letter to [resumes@vacgroup.org](mailto:resumes@vacgroup.org)

### Position Summary

The VP of Human Resources is responsible for developing and executing VACG's human resource strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of talent identification, management, change management, organizational and performance management, training and development, and compensation. The VP of HR provides strategic leadership by articulating HR needs and plans to the CEO, leadership staff and the VACG employees.

### Major Responsibilities

- Establish and implement HR efforts that effectively communicate and support the company's mission and strategic vision.
- Develop HR plans and strategies to support the achievement of the overall business operations objectives.
- Function as a strategic business advisor to the executive/senior management of each business unit regarding key organizational and management issues.
- Work with executive management to establish a sound plan of management succession that corresponds to the strategy and objectives of the company.
- Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals.
- Develop and implement comprehensive compensation and benefits plans that are competitive and cost-effective for the firm.
- Provide overall leadership and guidance to the HR function by overseeing talent acquisition, career development, succession planning, retention, training, leadership development, knowledge management, compensation and benefits globally.

### **Essential Skills and Experience**

- A minimum of 15 years of HR experience, with at least five years of executive HR experience and at least five years of HR experience in a healthcare related operating environment.
- Experience leading an HR department for an enterprise engaged in delivering services as a significant Federal or state government contractor.
- Experience in staffing a start-up business.

### **Education**

- BS/BA degree from an accredited college/university
- MBA or MA/MS in human resources or related field preferred
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification preferred