

The Kennedy Center

POSITION ANNOUNCEMENT

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Organization: John F. Kennedy Center for the Performing Arts
Position: Chief Human Resources Officer
Location: Washington, District of Columbia
Reports to: Chief Operating Officer
Salary: \$250,000 - \$280,000 annually, commensurate with experience

Seeking a Visionary, Values-Based People Builder, Culture Champion and Inclusive Leader to create and drive the execution of strategic and operational human resources systems at the United States National Cultural Center.

ABOUT THE KENNEDY CENTER

The John F. Kennedy Center for the Performing Arts is a world-renowned performing arts organization and the nation's cultural center. With a commitment to diversity and inclusion, the Kennedy Center (The Center) serves as a hub for creativity and innovation. The organization encompasses the National Symphony Orchestra and the Washington National Opera, collectively employing approximately 2,500 individuals, including Administrative, Union, and Federal staff.

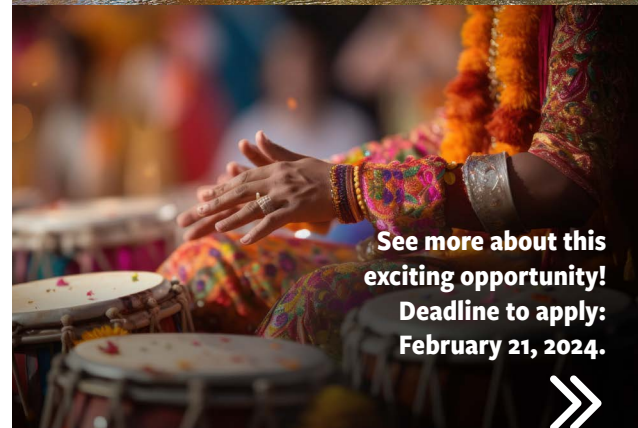
MISSION

The Center's mission is to present classical and contemporary music, opera, drama, dance, and other performing arts from the United States and other countries; promote and maintain the John F. Kennedy Center for the Performing Arts as the National Center for the Performing Arts; strive to ensure that the Center's education and outreach programs and policies meet the highest level of excellence and reflect the cultural diversity of the United States; provide facilities for other civic activities at the Center; and provide within the Center a suitable memorial in honor of the late President. To fulfill the mission as the nation's cultural center, the Kennedy Center presents world-class art by the artists that define our culture today, delivers powerful arts education opportunities nationwide, and embodies the ideals of President Kennedy in all the Center's activities provided throughout the living memorial.



Visit
[kennedy-center.org/about-us](https://www.kennedy-center.org/about-us)

for more information about the organization.



See more about this
exciting opportunity!
Deadline to apply:
February 21, 2024.



ABOUT THE ROLE AND POSITION

The Chief Human Resources Officer (CHRO) is a key member of the senior management team, reporting to the Chief Operating Officer, and working in partnership with the President of the Center. The CHRO will lead an enterprise-wide HR function, overseeing talent acquisition, organizational development, training initiatives, compensation, employee relations, labor relations, and HR systems and analytics. This role involves managing approximately 2,500 employees, including 400 Administrative (“Trust”), 2000 Union, and 60 Federal in addition to several seasonal and temporary employees.

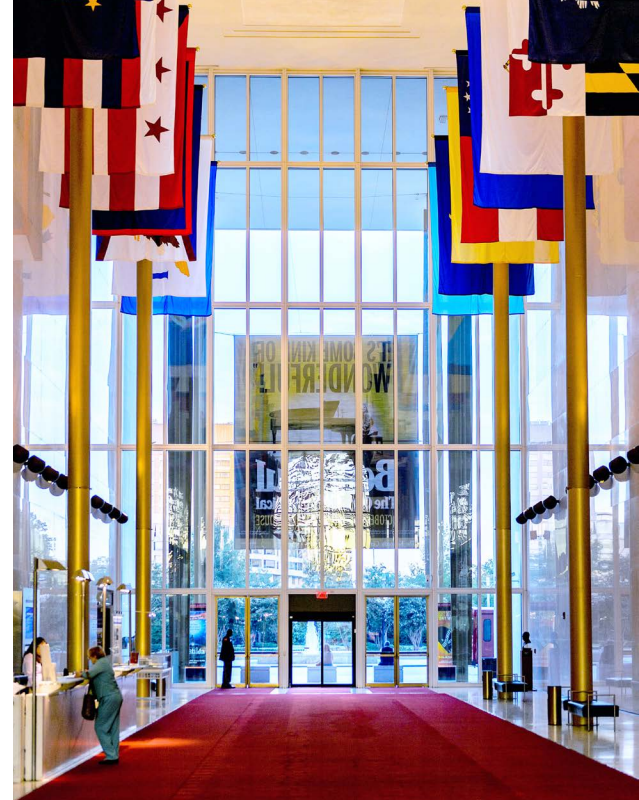
The Kennedy Center offers a comprehensive range of benefits, including medical, dental, and vision insurance, paid vacation and sick leave, a 403(b) retirement plan with an organization match after 1 year, staff offers for discount tickets, and more.

AMONG THE CHRO’S ESSENTIAL DUTIES AND RESPONSIBILITIES ARE:

- Lead and manage organizational HR priorities for all staff (45%)
- SOPs, processes, and provide HR-related union support (15%)
- Provide HR vision, short- and long-term strategy planning, develop talent pipeline, and maximize organizational development and performance (15%)
- Participate in organization’s long range planning process (10%)
- Serve as leadership advisor and coach to all staff (5%)
- Oversee the budget of the Office of HR, and the staffing budget (5%)
- Advise on senior-level compensation and liaise with the HR Compensation Committee of the Board of Directors (5%)

ABOUT THE IDEAL CANDIDATE

The ideal candidate for this role is a visionary leader and executive level HR generalist with a proven track record in talent management, organizational design, and change management. Success in building and executing HR strategy, particularly in managing union contracts and negotiations, is crucial. Exceptional interpersonal, conflict resolution, and communication skills are essential, as is the ability to engage effectively with senior leadership and diverse stakeholders. An empathetic leader with exceptional emotional intelligence and a commitment to aligning the Center’s values throughout its cultural and operational framework are key to the success of the organization. The ideal candidate should showcase advanced knowledge of HR information systems and possess a sophisticated understanding of metrics, analytics, and financial acumen. The candidate should bring a wealth of experience in federal HR, demonstrating a profound understanding of the federal employment landscape, laws, and regulations.



The incoming CHRO will be an innovative and strategic leader who can navigate complex HR challenges, foster and build a culture of trust and service excellence, and drive positive organizational change, contributing to the Kennedy Center's mission as a world premier performing arts organization and a beacon of diversity and inclusion.

MINIMUM QUALIFICATIONS

- Minimum of 10-15 years of progressive experience as a senior human resources leader.
- Bachelor's degree in human resources, management or related field required.
- Labor union experience required.
- Federal HR experience required.
- Juris Doctorate or other relevant advanced degree preferred.
- HR certification preferred.

HOW TO APPLY

For consideration, interested candidates are invited to complete the [online application](#), and submit both a resume and a cover letter addressing your interest, experience, and qualifications being sought. Applications will be accepted through February 21, 2024.

To obtain further details or inquire about this opportunity, please contact **Danisha Martin**, Senior Consultant, Search, at Impact Search Advisors by Nonprofit HR (danisham@nonprofithr.com).

Applications from individuals of all backgrounds are encouraged.



ABOUT IMPACT SEARCH ADVISORS

We understand that search is not just a recruitment activity, but an opportunity to define your organization and the change it will drive for years to come. We were founded with one goal in mind: to strengthen the social impact sector by partnering with and advising its leaders.

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