

Our client, Vanderbilt University and Medical Center, is seeking a progressive, collaborative, customer-focused and results-driven Benefits & Compensation executive to serve over 23,000 employees, faculty, management and executives as the Director of Benefits & Compensation / Total Rewards.

The Director of Benefits & Compensation / Total Rewards is responsible for helping to shape, guide, direct and lead strategically-focused and exceptionally executed Benefit & Compensation solutions and systems that support the mission and goals of Vanderbilt University & Vanderbilt University Medical Center in a manner that maximizes human capital development, operational excellence, and financial strength. The Director of Benefits & Compensation / Total Rewards will serve and partner with the CHRO and members of the University's Executive Team, who are responsible for determining and driving the vision, strategy, operational execution, culture, and structure of the University, on both the academic and medical center sides.

The Director of Benefits & Compensation / Total Rewards will serve as a thought-leader in guiding and coordinating Benefit & Compensation / Total Rewards efforts to sustain a progressive "One Vanderbilt" culture - one that successfully attracts, retains and engages the human capital needed to support a complex, growing, thriving and knowledge-based organization.

The Director of Benefits & Compensation / Total Rewards will be responsible for leading the design, implementation, and on-going monitoring / enhancing of the self-insured benefit programs and a competitive pay structure. This includes deliverables and processes related to ensuring a "pay for performance" culture, and a rewards system that will attract and retain top talent. In summary, the Director of Benefits & Compensation / Total Rewards has the opportunity to create a "best practice" for everything associated with Benefits & Compensation / Total Rewards within the Vanderbilt System.

Requirements for Consideration:

- Minimum of a BS/BA degree required; MBA or Masters preferred.
- 10+ years of experience managing / leading Benefits & Compensation function with a clear record of advancement in organizations. Preference will be given to candidates with experience as the top Benefits & Compensation executive.
- Successful candidates will have prior experience in a complex, innovative and progressive organization. Knowledge of challenges facing institutions of higher education and academic medical / healthcare delivery centers (and the intersection with benefit plans) is considered a key advantage to the success of any individual in this role.
- Experience leading self-insured, system-wide and expansive Benefits & Compensation initiatives in support of ten (+) thousand employees per year.
- Has created innovative ways to give employees choices while Benefits managing costs (i.e. Paid Time Off conversions; in-house health plans) § Designed plans that are employee friendly, competitive and cost conscious § Pay for Performance; Variable Pay; Executive Compensation and Innovative compensation solutions to meet the needs of a very diverse population (i.e. unique reward structures for nurse/clinical providers)
- Success in building "best in class" Benefits & Compensation / Total Rewards processes which proactively acquire and retain hi-potential talent.

- Demonstrated track record of consulting, influencing, leading and implementing Benefits & Compensation change efforts throughout highly complex organizations with dynamic growth and change.
- Demonstrated ability to establish, develop and lead a Benefits & Compensation team as a service provider and partner to the organization.
- Experience with Benefits & Compensation (strategic and analytical) strategies in support of collective bargaining partnerships is strongly preferred.

The full job spec that outlines this position in greater detail can be found at Box.net:

<http://www.box.net/shared/f7qa0hkx1rj77z1jmfor>

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