

Total Rewards Director



YMCA of Greater Seattle

Location: Association Office – Downtown Seattle

The YMCA of Greater Seattle is a charitable, non-profit organization serving King and south Snohomish counties since 1876. With annual enrollments of more than 190,000, representing 130,000 different individuals, at 12 branches (soon to be 13), two resident camps and more than 200 program sites, the YMCA provides a wide range of programs and services in child care, youth development, education, foster care, family support, wellness and outdoor experiences. More information may be found at www.seattleyymca.org.

Job Announcement:

The YMCA of Greater Seattle is actively seeking an experienced Total Rewards professional to join the HR Department leadership team. Total Rewards encompasses compensation, benefits, employee recognition and their direct involvement/ integration into the performance management systems.

General Function: Reporting directly to the SVP HR, the Total Rewards Director will support the development of the HR/Total Rewards strategies that facilitate meeting the Association's mission, goals and objectives. The position is responsible for developing and administering the Total Rewards plans/programs, and evaluates the impact toward the accomplishment of organizational goals. The position consults with supervisory staff regarding job descriptions, compensation and other related matters. The position provides leadership to key cross-Association groups and task forces. *(See Job Description for further details)*

Required & Preferred Background: The successful candidate for this position will have:

- Bachelor's degree in business, human resources, or equivalent.
- Five or more years related experience preferred, including experience in managing and communicating employee compensation and benefit plans.
- Direct and successful experience designing and implementing Total Rewards programs/plans that motivate desired organizational and individual performance outcomes.
- Must have strong analytical skills, computer skills (Word, Excel (macros/pivot tables) and Outlook preferred) and HRIS system experience.
- Knowledge of relevant regulations required, including FLSA, Section 125, FMLA and COBRA.
- Experience in analyzing and managing compensation plans and maintaining job description and evaluation systems.
- Ability to maintain confidentiality.
- Certification as Professional in Human Resources ("PHR") and/or certification by World at Work or equivalent preferred.
- Prefer knowledge of, and previous experience with, diverse populations (language, culture, race, physical ability, sexual orientation, etc.).
- Ability to speak any language in addition to English may be helpful.

Submit resume with cover letter and references via e-mail to YMCA of Greater Seattle, Attn: MCRD; Ref # 0404-AO, via recruiting@seattleyymca.org or mail to 909 Fourth Avenue, Seattle, WA 98104-1194, Attention: HR Dept.

Additional information: www.seattleyymca.org Click on "Employment"; "Administrative, Management & Office Support".

Compensation Details:

The YMCA of Greater Seattle offers a competitive salary along with a comprehensive benefits package, full 12% paid retirement and professional training opportunities.

The YMCA is an equal opportunity employer committed to workplace diversity