



## Director of Human Resources

### **Who We Are:**

Renovo Financial is a Chicago-based business-purpose mortgage originator and servicer. Renovo was founded in 2011 and in the past 24 months has expanded from Chicago to de novo offices in other major MSAs across the country, including Boston, New York, Dallas, and Miami. Having previously been recognized by Crain's as one of the Top 50 fastest growing companies in Chicago (2017-2018), and backed by a group of prominent institutional investors, Renovo is currently on a trajectory to increase grow by over 200% in 2021.

### **The Position:**

As the Director of Human Resources ("Director"), you will play a formative role in cultivating the Renovo workplace as a thriving, inclusive, and dynamic environment that attracts and retains top talent. The Director will be the steward and evangelist of Renovo's culture, and will passionately develop and implement training, professional development, and talent management programs to foster the capabilities of the Renovo team. This position is for motivated and inspiring human resources professionals who are eager to join a rapidly growing team and shape the future of the organization in a positive and fulfilling way.

### **Key Responsibilities:**

- Develop and implement robust on-boarding programs to both inspire and provide practical technical training to new hires
- Design and manage professional development training programs for tenured staff
- Pursue company-wide culture building activities across multiple job site locations
- Lead semi-annual talent calibrations with senior management and provide strategic guidance to functional managers on resourcing / planning initiatives
- Coordinate closely with the Head of Talent Acquisition on recruiting activities and retention recommendations
- Ensure job descriptions and professional development plans are in place for all FTEs
- Administer core human resource competencies, including internal reviews, benefits administration, maintenance of HR policies and procedures, disciplinary matters, and recognition activities
- Monitor organizational compliance with federal, state, and local employment laws and regulations, and recommended best practices

### **Position Requirements:**

- 8-15 years of human resource management experience, preferably at a rapidly-growing private company
- An infectious passion for building high-performing teams
- Confidence infused with humility and the desire to continue learning and growing as a professional
- Crisp and self-assured verbal and written communication skills, executive presence and poise
- Unimpeachable honesty and ethics
- SHRM certifications welcomed

### **Additional Details:**

- Currently operating in a "hybrid" return-to-work model (2-3 days / week in the office), local candidates in Chicago strongly preferred
- Competitive compensation
- Reports to Chief Financial Officer