

Seminole Hard Rock Hotel & Casino

Hollywood, FL

Department

Human Resources

Requisition Number

2018-5599

Responsibilities

The property **Vice President of Human Resources** is responsible for providing strategic direction, guidance, support and oversight to ensure the successful operation and continuous progress of Human Resources at the property level.

Essential duties include, but are not limited to:

- Encourage engagement, creativity and retention through inventive and enlightening selection processes, communications, training, growth opportunities, reward and recognition strategies
- Boldly protect and promote the brand identity in all Team Member communications as well as communications targeted toward enticing external top talent to join the Company
- Hire the best and brightest HR team, train them to be even better, support their needs, applaud their triumphs, and make way for them to grow and develop into other positions and areas within the organization
- Astound Team Members with a back-of-house refuge and service experience that allows them to get away, play and refresh before returning to perform their own service wonders for guests and teammates
- Set a “high-expectations” strategy and direction for Human Resources quest to align and support the property’s overall goals and objectives
- Create and perpetuate policies, procedures and standards that maintain compliance, elevate operational efficiencies and perpetuate the Company’s brand
- Establish measures/metrics and audit adherence to State and Federal guidelines and standards related to Human Resources
- Offer unparalleled guidance, education and support to property operating teams and leaders to set and propel HR goals, policies, procedures, guidelines, metrics and measurements distinguished by excellence
- Set measures and standardized feedback reports/systems/tools to track HR progress and keep the GM and others as appropriate apprised of results and initiatives for continuous improvement
- Ensure succession plans are established at the executive level
- Garner peer involvement in HR plans and win their praise for progress and utter exuberance for over-the-top wins!
- Set a cornerstone HR budget that is ambitious, optimistic and exemplary for others
- Directly administer these areas on property and partner with support services to include overall direction, set standards and metrics:
 - Benefits
 - Compensation
 - Organizational/Training Development
 - Recruitment/Employment
 - Human Resource Information Systems
 - Team Member Relations

- Be a stellar role model of personal and business ethics; be the gatekeeper of ethical practices and honorable behaviors throughout the organization
- Demonstrate a resounding commitment to responsible gaming and responsible alcohol service including the discouragement/prevention of problem gambling and underage gambling/consumption of alcohol

Qualifications

- Bachelor's degree or equivalent combination of education/experience required
- Ten (10) or more years of experience in the HR field with five (5) or more years at the director or above level require
- Must have previous casino property opening experience.
- Tribal gaming experience preferred.
- Proven abilities/experience with HR information systems required
- Experience with Infinium, ICIMS, and MMS/Stratton Warren a plus
- Human Resources executive-level experience in a Casino/Hotel environment strongly preferred
- Proven strategic plan development and policy/procedure writing required
- Proven financial management/budget experience required
- Proficiency with Microsoft Word, Excel and Outlook required; experience with PowerPoint and Visio a plus
- Smart; calculated risk taker
- Well read; up on trends, new opportunities and advancements
- Communicate with clarity and purpose
- Exemplary manager, mentor and leader
- Accurate, mature problem solving
- Professional composure no matter what
- Unquestionable fairness and sound decision making
- Confidence, credibility and presence in front of individuals, small and large groups so when you lead, they will follow

Duties and responsibilities are typically performed in a professional office setting, but there may be times where you will need to be on the Casino Floor or pass through this area. On the Casino Floor, you may be exposed to casino-related environmental factors including, but not limited to, second hand smoke and excessive noise.

While performing the duties of this job, the employee is frequently required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms, talk or hear; and taste or smell. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include close, distance, color, and peripheral vision, depth perception and ability to adjust focus

Contact Meaghan Ryan at meaghan.ryan@seminolehardrock.com