



CHIEF HUMAN RESOURCE OFFICER (CHRO) **MASSACHUSETTS TRIAL COURT**

The Court Administrator seeks a CHRO to bring an innovative approach to the Trial Court's Human Resources Department. The CHRO serves as part of the executive leadership team, and as the most senior advisor on human resources matters. The CHRO is in charge of overseeing all aspects of human resources, its practices and operations, in order to meet the Trial Court's evolving needs. The CHRO will also maintain a positive labor relations philosophy that both furthers the Trial Court's strategic goals and ensures compliance with the Employer's obligations under the State's Collective Bargaining Law. The role of the CHRO is to build upon the current people, programs, and service delivery strategies by enhancing organizational decision-making. The CHRO originates and leads the Human Resources' practices and objectives that will provide an employee-oriented, high-performance culture that emphasizes empowerment, quality work product, productivity, standards, goal attainment, and the recruitment and ongoing development of a diverse and highly talented workforce.

An ideal candidate will have significant experience in creating a positive working environment for an organization of 6300 employees that attracts, develops, retains and fosters a dynamic workforce. An ideal candidate will also have labor relations experience and an understanding of the challenges that come with managing in a unionized environment. The environment created should cultivate employees into a workforce that is fully engaged, proud to be part of the organization, and committed to embracing the mission, vision and core values defined in Trial Court Strategic Plan 2.0.

MINIMUM REQUIREMENTS

Education: The Chief Human Resources Officer must have a bachelor's degree from an accredited educational institution recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

Experience: Ten (10) or more years of practical senior management level experience working in the field of human resources and labor-management relations.

Applicants may apply by completing a Trial Court online application at the following web address:

<https://careers-trialcourtsofmass.icims.com/jobs/3927/chief-human-resources-officer/job>

Note: This is an executive management position that will remain open until filled. Starting salary will be commensurate with qualifications and experience.