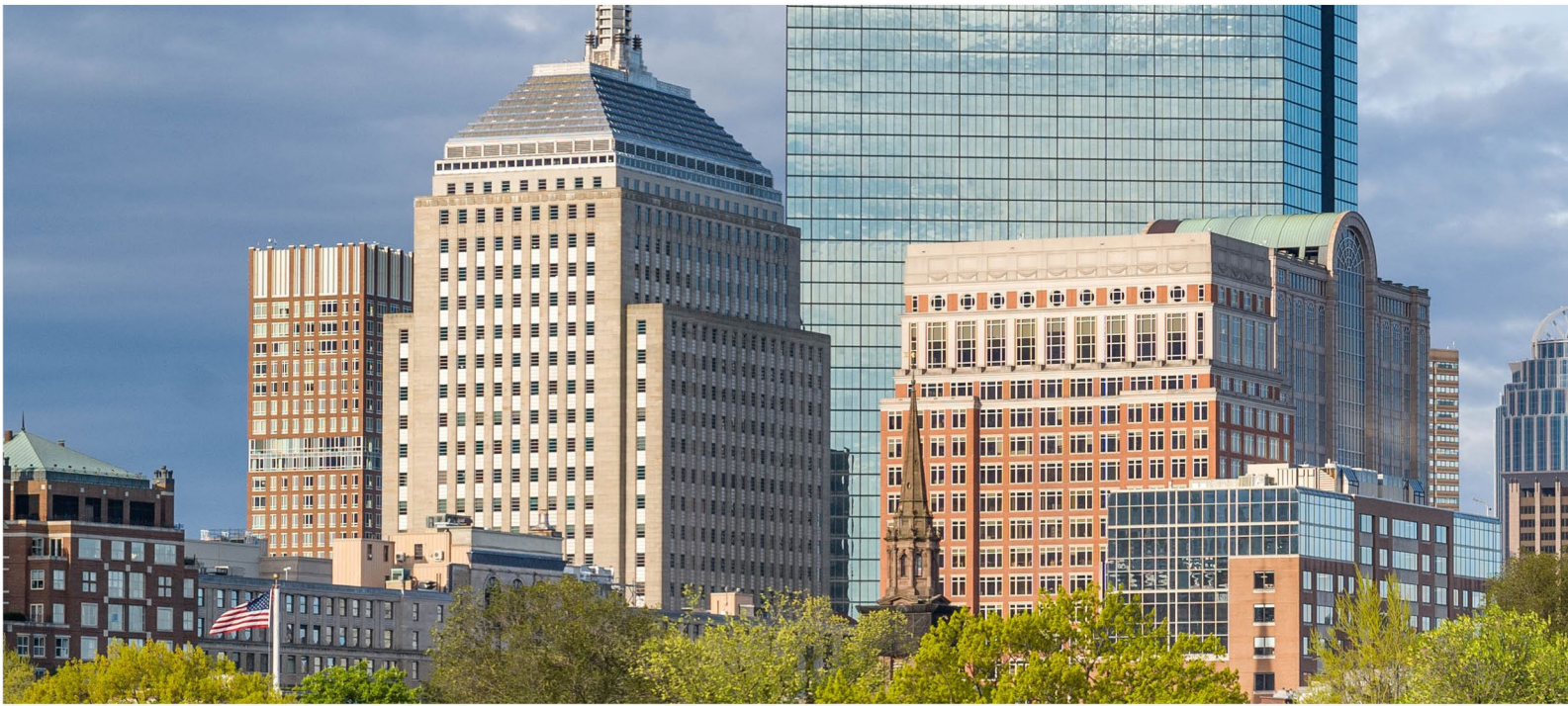


CHIEF HUMAN RESOURCES OFFICER



WE INVEST IN THE FUTURE OF OUR PEOPLE



MISSION

Our mission is to deliver excellent customer service to people traveling in the Commonwealth by providing transportation infrastructure which is safe, reliable, robust and resilient. We work to provide a transportation system which can strengthen the state's economy and improve the quality of life for all.

VISION

At MassDOT, transportation is not about roads and bridges, or trains and buses – it is about people. Our mission begins with customers – individuals, businesses, cities and towns, and regional transit agencies. We support programs and projects that deliver a high return on investment. We partner with cities and towns, public agencies, and private sector businesses. MassDOT supports the economic, quality of life, and environmental goals of the Commonwealth.

VALUES

Service to the Commonwealth, Integrity, Respect

FOR MORE INFORMATION

ON THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION

Please visit www.mass.gov/MassDOTCareers



CHIEF HUMAN RESOURCES OFFICER - CHRO

GOAL

The Massachusetts Department of Transportation seeks a creative, collaborative, and experienced leader to serve as its next Chief Human Resources Officer (CHRO). The CHRO oversees human resources policies, practices, and activities for all 4,400+ employees. This includes efforts to attract, retain, educate and develop this diverse workforce while maintaining positive labor relations to ensure high-quality public services are provided to residents across the Commonwealth.

We invest in the future of our people.

We stand up for inclusion.

We are driven for the next challenge.

We are *massDOT*.

MASSDOT

The 4,400+ employees of Massachusetts Department of Transportation (MassDOT) take great pride in connecting the Commonwealth's residents and communities. MassDOT is responsible for developing, implementing, and coordinating transportation policies and projects for the Commonwealth of Massachusetts and to efficiently plan, design, construct, and maintain a safe statewide transportation system which effectively meets the transportation needs of the Commonwealth. Information about MassDOT's inclusive culture and career opportunities can be found at mass.gov/massdot-careers

MassDOT's divisions include Highway, Registry of Motor Vehicles, Aeronautics, and Rail & Transit. Headquarters (Planning & Enterprise Services) provides business and administrative support and policy leadership for each of the four (4) divisions. Read more about MassDOT operational divisions at Massachusetts Department of Transportation Mass.gov

PLANNING & ENTERPRISE SERVICES

Headquarters and Enterprise Services includes: Audit, **Human Resources**, Finance, Operations, General Counsel, Office of Diversity and Civil Rights, Office of Performance Management and Innovation, Real Estate and Economic Development, Transportation Planning, Property Services, Security and Emergency Preparedness, and Technology. We serve as a critical partner and connect our community through the comprehensive services we provide and our shared expertise. As a trusted, knowledgeable, and collaborative resource, we support the development, education, wellbeing, and safety of our workforce.

ABOUT HUMAN RESOURCES

MassDOT's Human Resources Department is responsible for developing and implementing all human resource programs and policies for the Agency in the areas of personnel management and administration, HR/CMS (PeopleSoft) administration, recruitment, employee relations, planning, training, employee assistance, performance appraisal, career development and employee communications. HR must ensure that all employee-related contractual, statutory, and administrative obligations are met; that a wide variety of support services are available to improve the quality of work life, employee morale and productivity; that all department employees are properly classified and compensated in an efficient, accurate and timely manner; and that all HR programs and activities are in compliance with established federal and state regulations and are effectively meeting Agency goals.

The [Chief Human Resources Officer](#) (CHRO) oversees the MassDOT Human Resources department, serving as the principal driver of strategic change within MassDOT, as well as being the senior strategic advisor for Human Resources to MassDOT's senior leadership team, including the Secretary of Transportation. The CHRO is responsible, directly and indirectly, for the conduct and development of Human Resources staff. This staff is divided into **five** major functional areas:

▶ **HUMAN RESOURCES OPERATIONS** is responsible for Classification & Compensation, Payroll, Leaves of Absence, Drug & Alcohol Testing, License Compliance and the Human Resources Operational Service Center (HROSC), which is responsible for transactional human resources and delivery of customer service.

▶ **HUMAN RESOURCES STRATEGY** function is responsible for strategic and tactical administration in the areas of Talent Acquisition, HR Business Intelligence (HRBI), and Employee Communications. These units are charged with transforming HR Service delivery through process improvement, and the development of programs and options within their subject areas to support embedded HR Business Partners.

▶ **CENTER FOR ENGAGEMENT** is headed by the Director of Human Resources, and consists of the following subgroups:

- **Labor and Employee Relations** This group is responsible for ensuring harmonious labor relations; administering the MassDOT collective bargaining agreements with its unions; responding to employee incidents and performing investigations where necessary and appropriate; and managing grievance and discipline processes.
- **Labor Negotiation** collectively bargains contracts with 5 bargaining units, comprising 10 union locals, representing over 3,000+ employees in a wide variety of different fields. The Chief Labor Negotiator is responsible for developing and executing a labor negotiation strategy which aligns collective bargaining agreements to MassDOT management needs.
- The **Engagement and Events** unit focuses on employee engagement, workplace culture, and the development of management skills. This unit also is responsible for compliance with employee performance management deadlines.
- **Learning & Development** is responsible for delivering innovative training solutions to enhance the capabilities of the workforce, as well as conducting and overseeing all required compliance-related trainings.

▶ **HUMAN RESOURCES BUSINESS PARTNERS** (HRBPs) are directly responsible for the strategic and operational leadership of Human Resources within MassDOT's operating and support divisions. The HRBPs coordinate with relevant HR units and shared services departments to influence departmental policy to support HR-related business initiatives.

▶ **HR PROJECTS** team is a small function that works cross-functionally across MassDOT HR, and in partnership with external partners within MassDOT and state government, to deliver projects designed to improve overall service delivery. In addition, this team is responsible for working across all of HR and with external partners on the MassDOT HR Strategic Plan.

[**APPLY TODAY**](#)



CHIEF HUMAN RESOURCES OFFICER

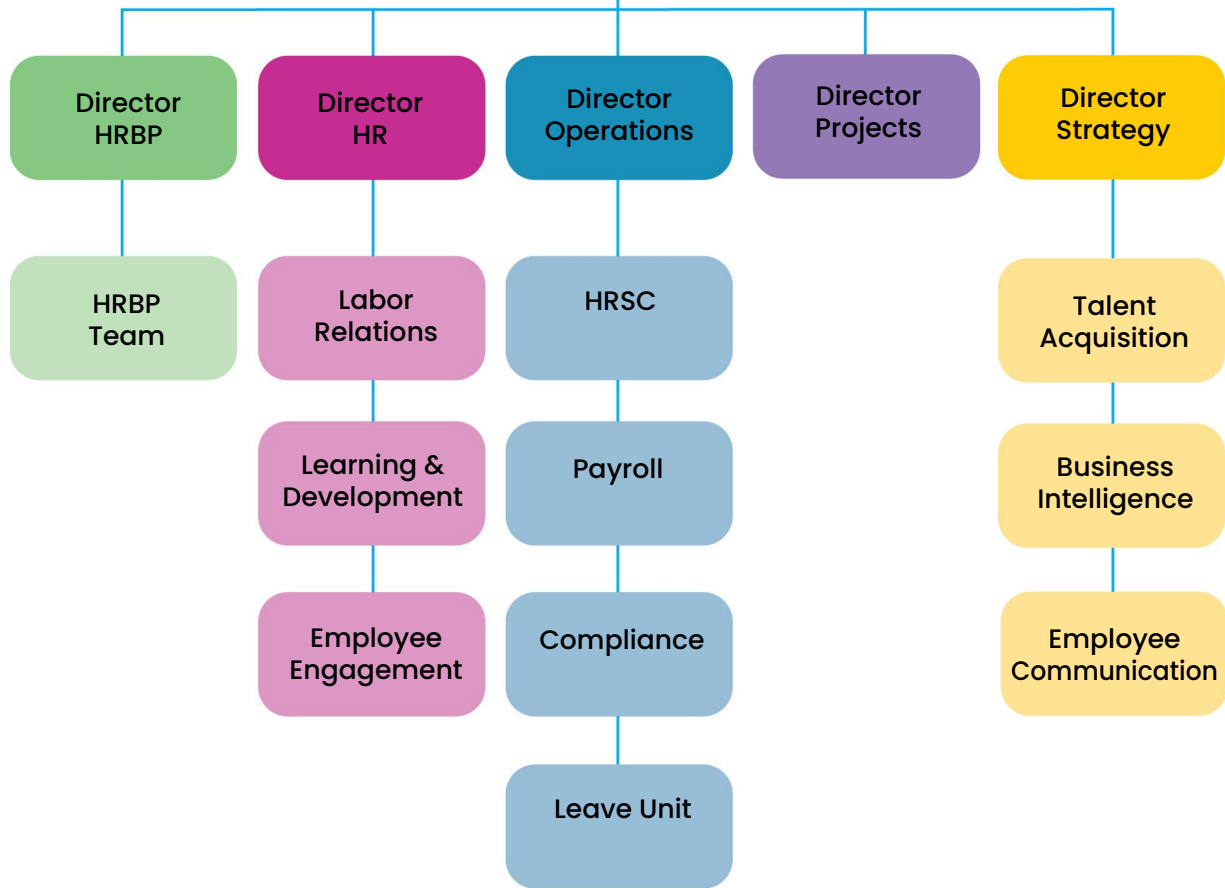
ABOUT THE POSITION

The [Chief Human Resources Officer](#) (CHRO) will serve as the leader of the MassDOT HR Senior Leadership Team and is directly responsible for implementing Human Resources Service goals organization wide. In this capacity, the CHRO is a member of MassDOT's senior leadership and reports to the Chief Administrative Officer (CAO).

The CHRO oversees the MassDOT Human Resources department, serving as the principal driver of strategic change within MassDOT, as well as being the senior strategic advisor for Human Resources to MassDOT's senior leadership team, including the Secretary of Transportation. The CHRO is responsible, directly and indirectly, for the conduct and development of Human Resources staff across all five (5) functional areas.

- Improving overall performance through effective deployment and use of metrics and information. Identifying and solving talent gaps through training, coaching, and mentoring.
- Enhancing the overall talent profile through effective filling of vacant roles, including the use of succession planning techniques and the development of talent pipelines for critical or hard to fill positions.
- Developing and effectively deploying relevant employee value propositions.
- Improving the overall culture of the MassDOT organization to align with strategic needs.
- Developing effective and sustainable workforce and succession planning processes.
- Modernizing HR Service Delivery through continuous improvement and commitment to improving technological resources.
- Oversee an annual Human Resources budget of \$22.6m.

[**APPLY TODAY**](#)



EMPLOYEE BENEFITS

Pay is only part of the compensation you will earn working for the Massachusetts Department of Transportation. We offer a broad array of [benefits programs](#) and family-friendly flexibilities to meet the needs of you and your family.



LEAVE AND HOLIDAYS

12 paid holiday

[Absence and Leave Policies](#)

Employees may qualify to use paid or unpaid leave time when they are absent from work on a short-term or long-term basis for a number of specific reasons.

State employees are eligible for a variety of paid and unpaid time from work.

[Paid Family and Medical Leave](#) (PFML) provides qualifying employees designed to help people in Massachusetts take paid time off of work for family or medical reasons.

COMPREHENSIVE BENEFITS

When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package.

We take pride in providing a work experience that supports you, your loved ones, and your future. Want the specifics? [Explore our Employee Benefits and Rewards!](#)

WORK/LIFE PROGRAM

Alternative Work Schedules

Telework

Tuition Reimbursement

Employee Assistance Program

AN EQUAL OPPORTUNITY EMPLOYER

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

SALARY AND BENEFITS

The salary range for this position is \$160,000 to \$176,522.16 and includes an attractive benefits package.

HOW TO APPLY

To apply for this role, please [click here](#).

Want the specifics? Explore our [Employee Benefits and Rewards!](#)

An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

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[APPLY TODAY](#)

MASSACHUSETTS DEPARTMENT OF TRANSPORTATION



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