Vice President, Human Resources (VP, HR)
RAND Corporation

**Position Description**
RAND Corporation is a research institution devoted to developing solutions to important public policy challenges to help make communities across the world safer, healthier, and more prosperous.

Our ability to do this well depends foremost on the quality of our people—both the researchers and the operations and services staff who partner with them to pursue this mission. Thus, a high-performing Human Resources (HR) organization is central to our success in helping to make people’s lives better.

RAND’s HR team works consultatively across our matrixed organization to ensure we have and nurture talent with unparalleled quality, who are passionate about our mission, driven to seek solutions and excited to work together to sustain a vibrant, inclusive, engaged community.

The VP, HR is a key member of RAND’s leadership team and guides the HR organization to achieve this excellence to maximize RAND’s workforce quality and help RAND achieve its objectives. We’re looking for a VP, HR to leverage all of their knowledge and leadership skills to evolve RAND’s HR strategies as both the work environment changes and we evolve to stay on the cutting edge of public policy research.

**About RAND**
RAND provides critical insights on a wide range of policy issues spanning security, health, education, sustainability, and more. Our work is sponsored by governments, foundations, and nonprofits and is also supported by philanthropy. To uphold our deep commitment to the public interest, our research is rigorous and free of commercial, political, and ideological bias, and we ensure intellectual independence through evidence-based analysis, funding transparency, open publication, and conflicts of interest reviews.

We foster a culture of inclusiveness, collegiality, teamwork, intellectual openness and exploration, and integrity. Combined with our mission to help improve people’s lives, this enables us to attract diverse, top-tier research talent with intellectual curiosity, a passion for public policy, a commitment to high-quality and empirical evidence, and the belief that no problem is too big, complex, or controversial to take on.
**About the Role**

Reporting to the Senior Vice President, Finance & Operations, the VP, HR provides strategic and operational leadership of the HR team including managing 30+ staff and all aspects of HR.

The VP, HR is a trusted advisor to the CEO and the other senior leaders, as well as a thought leader for the organization’s talent management. The VP contributes to RAND's overall direction and helps leaders across RAND ensure their organizations flourish. Additionally, the VP, HR is expected to implement best-in-class strategies enabling RAND to attract, develop, and retain diverse, specialized, in-demand talent.

RAND’s HR team plays a key role in advancing diversity, equity, and inclusion (DEI) by championing workforce diversity efforts and fostering an inclusive and welcoming environment. Overall responsibility for advancing DEI at RAND, including in our research and outreach, is shared with other senior leaders.

**Key responsibilities include:**

- Provide leadership for developing and executing HR strategies, policies, and practices aligned with and supporting RAND’s overall strategic direction, objectives, mission, and values
- Lead a team of HR professionals to achieve excellence and provide quality client service across RAND’s U.S. and Australia operations, as well as advise the RAND Europe HR team
- Lead, manage, and coach five director-level reports spanning Talent Acquisition, HR Services, Talent Development & Diversity, Compensation & HR Information Systems, and Benefits
- Collaborate with leaders across RAND to maintain a positive, respectful work environment and foster a culture of authenticity, inclusion, and belonging reflecting our great place to work mindset
- Continually improve and effectively execute robust full life-cycle talent management, total rewards (compensation, recognition, and benefits), and wellbeing strategies and programs to attract, develop, retain, and nurture top talent
- Identify and leverage tools to facilitate effective workforce development and management including analytics, engagement surveys, and succession plans, among others
- Assist partners with organization redesign activities involving changes in structures and roles
- Safeguard confidential information and sensitive data, systems, and records, and ensure the HR function complies with RAND’s obligations as an employer and federal government contractor
Qualifications and Capabilities

- Demonstrated leadership skills with respect to both influencing others across an organization and within one’s own organization
- Deep knowledge of HR management theories, concepts, techniques, and best practices, as well as federal and state employment law
- Knowledgeable about DEI principles, experience operationalizing them in HR strategies, and a clear personal commitment to advancing DEI
- Comfortable using quantitative analysis to make informed decisions while balancing analytic depth and urgency in response to tactical necessities—at ease with uncertainty
- Excellent verbal and written communication and interpersonal skills; proven ability to influence and coach others and address challenging and often sensitive topics with people at all levels
- Successful change and project management experience including developing and executing organization-wide initiatives
- Proficient and comfortable with HRIS applications, preferably Workday
- Impeccable ethics and integrity and can be counted on to preserve confidentiality
- Excels in a highly collaborative and matrixed environment with respect for others and alternative perspectives; adept at operating with a multi-site workforce that operates in hybrid fashion
- Able to thrive in uncertainty and seize opportunities to identify supportive HR solutions
- Adept at navigating multiple and potentially changing priorities in a complex environment
- Ability to obtain a U.S. security clearance highly preferred

Education Requirements

- MBA or another relevant advanced degree preferred
- Bachelor’s degree required
- HR certifications are a plus

Experience

- 15+ years of progressively responsible HR experience including at least 7 years in HR management and direct experience in multiple HR functions
- Experience as a senior-level HR business partner or HR leader working with highly educated, analytical or technical knowledge-based workforces (e.g., consulting, research, high-tech, academic, and defense technology), particularly in a matrixed environment
Location
- Santa Monica, CA preferred. Other options include Arlington, VA and Pittsburgh, PA
- This position is hybrid (a combination of working onsite and at home, if desired and as feasible)
- Occasional travel within the U.S. is required

Applications
Please click the following link to apply:
https://rand.wd5.myworkdayjobs.com/External_Career_Site/job/Santa-Monica-CA-Greater-Los-Angeles-Area/Vice-President--Human-Resources--VP--HR--R1359

Note: Internal employees interested in this position should submit their resumes and cover letters directly to the SVP, Finance & Operations.