



Are you passionate about creating a positive workplace culture and driving impactful HR strategies? Clermont County Public Library (CCPL) is seeking a dedicated, forward-thinking HR Director to enhance the employee experience. If you're ready to bring your expertise, creativity, and energy to an organization that values service, community, and a diverse staff, we want to hear from you!

The HR Director will lead the Library's Human Resources Department and spearhead its talent management strategy. As the key people manager, you'll help shape the team behind CCPL's mission to foster lifelong learning through resources, engaging programs, and inspiring ideas.

In this role, you will set and achieve long-term HR goals in employee relations, performance management, training and development, recruitment, compensation, benefits, and compliance, aligning with CCPL's strategic plan. You'll also serve as the primary HR liaison for staff and managers and a strategic partner to executive leadership.

**Position Qualifications:**

- 10 or more years of professional experience in all Human Resources disciplines [employee and labor relations, performance management, training and development, recruitment, compensation, benefits, compliance, personnel administration, etc.] is required. Relevant experience may be substituted.
- A bachelor's degree in Human Resources, Business Administration, or a related field is required. A master's degree is preferred.
- Experience with labor relations and collective bargaining is preferred.
- Experience hiring, training, developing, supervising, and evaluating staff is required.
- Experience with the requirements of public records management is preferred.
- Experience in multi-unit / multi-location management and with distributed workforces is preferred.
- Experience building consensus and relationships among business partners, executives, managers, and staff is essential.
- Experience using the internet, social media, networking, employee referrals, job postings, etc. to develop candidate pipelines is required.
- Experience with capturing metrics and producing various employment-related reports is essential.
- Experience working as part of a senior management team is preferred.
- SHRM-CP/SHRM-SCP or PHR/SPHR certification is preferred.

**Position Benefits:**

- Comprehensive healthcare benefits including medical, dental, vision, life, and more.
- Generous paid time off benefits.
- Eligibility to participate in the Ohio Public Employees Retirement System [OPERS].

**About CCPL:**

Clermont County Public Library began library service in 1955, with a bookmobile and a small office as its first facilities. Since then, the library system has expanded to 10 locations, with over 100 employees, achieving a goal of the Library Board to have a library within fifteen minutes driving time of all Clermont County residents.

To learn more about CCPL, visit: [www.clermontlibrary.org](http://www.clermontlibrary.org)

**Rate:** Salary commensurate with experience, minimum \$59,280.00 per year.

Pay Grade 8, Exempt  
Full-time

**Application Procedures:**

Please attach cover letter and resume when applying online at <http://ccpl.applicantpro.com/jobs/>

**Deadline:      Open Until Filled**

The Clermont County Public Library is an Equal Opportunity Employer