

Minneapolis/St. Paul Metropolitan Airports Commission Director of Human Resources and Labor Relations

The Organization

The Minneapolis/St. Paul Metropolitan Airports Commission (MAC) owns and operates Minneapolis-St. Paul International Airport (MSP) and six general aviation airports in the metropolitan area. The MAC operates much like a full-service municipality, including fire and police services; the biggest distinction is that its residents are transitory. Currently the MAC has 566 full-time employees and 12 bargaining units.

The Opportunity

The position of Director of the Human Resources and Labor Relations is a new position. As part of a reorganization plan, services previously provided by separate HR and Labor Relations departments will be combined under one Division.

The successful applicant will have demonstrated competencies in the following HR/LR Division's areas of responsibility:

- * Recruitment and Staffing
- * Diversity/EEO:
- * Employee Relations:
- * Human Resources Development and the overall Strategic Planning process:
- * Labor Relations:

The Process: Application deadline is January 20, 2012

If you are or you know of an HR/LR professional committed to organization excellence; HR best practice, personal credibility, customer service, and wish to contribute to the success of an outstanding organization, please contact:

To Apply: Please send resume and cover letter and salary requirements to lori.holt@mspmact.org

For questions: Contact Harry Brull harry.brull@PDINH.com or 612.414.8998
To view full job description, please visit www.metroairports.org/employment

Qualifications: In order to meet the screening qualifications for this recruitment, applicants must have a combination of education and experience equivalent to that outlined below, plus any other listed screening qualifications.

Experience:

- * Bachelor's degree in human resources, industrial relations, business administration, education administration, human resource development or another related field and at least ten years of progressively greater responsibility for human resource and labor relations leadership in a medium or large organization;
- * Excellent written and oral communication skills including experience with effective presentations to large groups;
- * Excellent leadership skills with collaborative work style, excellent relationship-building skills, sets good leadership examples and cultivates these attributes in others, effectively manages conflict, demonstrates courage under pressure to act decisively but not unilaterally, instead seeking consensus of executive leadership on sensitive issues;
- * Excellent consulting / coaching skills;
- * Established in a professional HR Leadership network;
- * Naturally demands excellence, sets performance criteria and holds people accountable;
- * Successful experience in leading and managing HR/LR's four major Program Responsibilities: Diversity/EEO, Employee Relations, Human Resources Development and organization-wide Strategic Planning and Labor Relations;
- * Knowledge of relevant federal, state of Minnesota, and local laws.

DESIRABLE REQUIREMENTS

- * Master's Degree in human resource management or related field;
- * Experience leading in a government / public sector organization.