



**Evergreen Goodwill has an exciting opportunity to lead a dynamic, diverse and dedicated team that works hard to support individuals across Northwest Washington.**

## **Now Hiring Chief People Officer**

### **About Evergreen Goodwill of Northwest Washington**

Evergreen Goodwill is a nonprofit organization that has played an integral role in the Seattle area and greater Puget Sound region since 1923. Our organization encompasses 24 locations and multiple donation centers, five regional Job Training and Education centers, and one of the most successful charity e-commerce divisions in the United States.

Our more than 2,000 employees arrive at work each day with a common goal – our mission to break down significant barriers to education and employment in the communities we serve.

### **Position Overview**

The Chief People Officer (CPO) will be responsible for reimagining Evergreen Goodwill’s people function, culture, structure, and policies to meet business needs and to fully align those functions with the organization’s mission. The CPO plays a pivotal role in driving forward and implementing key Human Resources (HR) best practices and initiatives, as well as provide strategic direction and expertise. The CPO

is also responsible for advancing a robust and effective culture of diversity, equity and inclusion and will work closely with the organization’s executive and leadership teams to meet key DEI strategic objectives.





# Key Responsibilities



## Strategic

- Develop and implement a human resources plan that aligns with the overall mission and strategy of the organization.
- Provide insightful, innovative thinking and problem solving on a variety of critical issues.
- Optimize the HR function/team, modernize and refine key processes and activities aligned toward achieving strategic objectives.

## Operational

- Develop comprehensive approaches to employee development, retention and onboarding through compensation and benefit policies, training, career paths, and professional learning opportunities.
- Oversee compensation practices and philosophy to ensure appropriate salary benchmarking.
- Respond to the HR demands of a regional organization with geographically distributed sites throughout Northwest Washington.

## Cultural Development

- Facilitate integration of diverse work-groups and cultures.
- Coach and mentor fellow colleagues/managers and develop leadership bench strength capable of addressing the challenges of a highly dynamic nonprofit organization.





# About Seattle



Resting between the Puget Sound, Lake Washington and two snowcapped mountain ranges, Seattle is an urban, world class city that's enveloped by nature.

Seattle and the greater Puget Sound region are comprised of inclusive and diverse communities that include thriving arts and music scenes, vibrant museums, award-winning dining, stunning parks and hiking trails, and countless historic treasures.

Whether you're catching a ferry, enjoying a springtime stroll through Washington Park Arboretum, enjoying a latte at Pike Place Market, cheering on one of several professional sports teams, or taking a day trip to one of three national parks – the Seattle area will leave you feeling inspired and exhilarated.

**P.S. –** Don't let a rainy day or two keep you from enjoying all Washington state has to offer!

## Learn More and Apply

To learn more about Evergreen Goodwill of Northwest Washington visit [Evergreengoodwill.org](https://www.evergreengoodwill.org) or find us on LinkedIn, Instagram, Twitter and Facebook.

To view full job description and apply to the role of Chief People Officer visit <https://www.evergreengoodwill.org/CPO>

