

Wanted: A visionary HR leader for a not-so-typical insurance company

Created in 1914 by the Oregon legislature, SAIF is a not-for-profit workers' compensation insurance company. As the market leader of one of the most successful workers' comp systems in the nation, we're committed to making coverage affordable and available for all employers—and to making Oregon the safest and healthiest place to work.

Our commitment starts at home

We're looking for a Vice President of Human Resources to help us attract, nurture, and retain a highly skilled and diverse workforce for our unique organization. SAIF is recognized as one of the healthiest employers in the state and nation, and we're looking for a visionary leader to help us stay at the forefront of employee safety and health.

The ideal candidate has the interpersonal skills and business savvy to foster a culture

of open communication, collaboration, and outstanding customer service. You'll build positive relationships and be a strategic partner, helping us connect and deliver on our business goals. You'll also be an effective change leader and adjust quickly to shifting priorities.

Other skills we're looking for:

- Exceptional communication skills, including listening, persuasion, negotiation, and relationship building
- Problem-solving
- Decision-making
- Organizational development
- Budget and resource management
- HR policy development
- Performance management program development

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How to apply

Submit your cover letter and current resumé at saif.com/careers

Questions? Email jobs@saif.com, or call Mindy Walker, recruiter, at 503.373.8436.

Please submit materials as soon as possible, as we are actively reviewing candidates. The position will remain open until filled.



The newly renovated SAIF headquarters is located in downtown Salem, Oregon.



About the job

SAIF's VP of HR reports to the CEO and leads a team of 24. HR serves more than 1,000 SAIF employees and oversees all aspects of recruitment; training and development; compensation, benefits, and performance management; and employee relations.

Qualifications

Education: A bachelor's degree in business management or a related field. An advanced degree or HR professional designation is a plus.

Experience: Ten years of experience as a leader in a dynamic, complex organization; and ten years of experience in high-level human resources strategy, problem solving, and execution.

Duties include:

- Develop human resources division strategies, objectives, and goals consistent with the corporation's mission and supporting the achievement of the corporate strategic plan.
- Build a company culture that reflects SAIF's mission and values and guides behavior at all levels of the company.
- Establish SAIF's human resources division as a collaborative and supportive partner for all divisions by fostering strong relationships and providing guidance and resources.
- Provide visionary leadership to the division that inspires and encourages others to deliver their best performance and builds diversity and inclusion as key components of leadership, business planning, and customer service.

See the job announcement at saif.com/careers for a more comprehensive list of duties.

About SAIF

- Corporate headquarters are in Salem.
- Six regional offices provide claims, legal, safety and health services, marketing, premium audit, investigation, and return-to-work services for customers across the state.
- A five-member board of directors, appointed by the governor, oversees SAIF's operation and appoints its president and CEO.

Learn more about SAIF and workers' compensation at saif.com/aboutsaif

Challenges and opportunities

- Historically, SAIF has enjoyed low turnover due to the longevity of our employees. But many of our employees have become eligible for retirement in recent years, and many more are expected to retire by the end of the decade. We need to continually assess recruitment, retention, and HR policies to address the needs of a changing workforce.
- SAIF is about to complete a multi-year project to renovate its Salem headquarters, including the creation of various spaces to promote employee health and wellbeing. The HR leader will need to play an active role in maximizing the use of those spaces.
- SAIF is investing in new technology systems across the company, creating a need for careful resource planning, as well as a companywide strategy for change management.

The benefits of working at SAIF

SAIF offers a total rewards package that includes:

- Market competitive salaries and a "pay for performance" program that includes performance-based merit adjustments, individual incentives, and a corporate incentive
- Medical, dental, and vision coverage fully paid for employees who participate in specific wellness activities, along with many other benefits
- Award-winning wellness programs
- A free, on-site employee health clinic in Salem
- Generous paid time off and retirement benefits

Visit saif.com/careers for more details about our

New to Salem or Oregon?

Located between Portland and Eugene on the I-5 corridor, Salem is Oregon's capital city.

You can find a cool video about Salem on the listing for this job at saif.com/vpofhr.

Learn about some of our policyholders and unique Oregon destinations at saif.com/stories.