



SECOND HARVEST
of SILICON VALLEY

Position Announcement

Senior Human Resources Business Partner

About Second Harvest of Silicon Valley

Based in Silicon Valley, Second Harvest of Silicon Valley is one of the largest food banks in the nation. Providing food to over a quarter million people every month, Second Harvest is a trusted community-based organization that was founded in 1974. Despite the immense wealth in Silicon Valley, and partly due to the high cost of living, hunger and malnutrition are pervasive. Second Harvest distributes nutritious food, including more fresh produce than almost any other food bank in the country, through a network of 310 nonprofit partners at 1,000 sites. Second Harvest is pursuing innovative efforts to increase access to food resources as it seeks to feed more hungry people each month. To reach more people, it advocates for anti-hunger policies and connects those in need to federal nutrition programs and other food resources. To learn more about how Second Harvest is building a hunger-free community, visit shfb.org

About the Position

We are looking for a strategic senior HRBP with a passion for our mission to guide our management and staff in the Programs & Services, Finance & IT, HR and Strategy & Advocacy organizations.

You will drive initiatives and conversations around organizational effectiveness, workforce planning, organizational design, employee engagement, culture strategies, and change and transformation leadership by partnering with the leaders in those organizations and the VP HR. Of particular import would be your expertise in either compensation (all levels) and/or training and OD as we continue to evolve and grow Second Harvest of Silicon Valley to meet the growing need of providing nutritious food to those in need.

Key Responsibilities

- Provide strategic partnership and support in organizational design and development including succession strategy, talent development, employee engagement, change management processes, and compensation strategy and planning
- Identify and address critical organizational and people issues, and remove barriers impeding the success of the business
- Identify and develop key talent and ensure they are provided with experiences that enable development and retention
- Build performance management capabilities by coaching leaders to effectively address performance issues and deliver effective feedback
- Deliver HR programs to the business, such as performance management, engagement surveys, and talent assessment
- Address immediate and strategize with management and VP HR on methods to minimize employee relations issues within the workforce

Requirements

- 5+ years of HR Business Partner experience
- BA or BS degree in a related field, or direct relevant experience
- Ability to establish relationships and partnerships (internal and external) at all levels of the organization



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Curtner Center
750 Curtner Avenue
San Jose, CA 95125
408-266-8866

Cypress Center
4001 North First Street
San Jose, CA 95134
408-266-8866

Bing Center
1051 Bing Street
San Carlos, CA 94070
650-610-0800



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- Exhibit strong leadership and influencing skills, and design, implement, and lead change management initiatives
- Functional experience and proven success in OD/OE and/or compensation concepts and practices
- Proven ability to remain flexible and agile in an ever-changing environment
- Willingness to learn, grow and tackle expanded duties as business needs evolve
- Critical thinking skills with the ability to take sizable problems and break them into small manageable pieces
- Excellent meeting design and facilitation skills
- Superb judgment and integrity, including excellent decision making skills and a sense of urgency
- Ability to work both tactically and strategically to get business needs met
- Attention to detail and the ability to effectively handle multiple priorities
- Exceptional verbal communication and presentation skills, and skilled in use of Microsoft Office - Word, Excel and PowerPoint

Reports To:	VP HR
Location:	San Jose, CA (Cypress Center)
Hours:	Full time, Exempt. Regular schedule with occasional evenings and weekends
Compensation:	Salary commensurate with background and experience. Outstanding and generous health benefits program, Flexible Time Off (FTO) starting at 240 hours per year, ten paid holidays, and retirement plan.

[CLICK HERE TO APPLY!](#)

EOE
UNDER-REPRESENTED GROUPS ARE ENCOURAGED TO APPLY



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