



**HR Support
Executive Level**

This individual must have demonstrated experience in all facets of HR including integration of Human Capital into the business planning process.

Level III would normally be responsible for:

- Providing support at the executive or corporate level
- Assisting in role definition including senior level responsibility and accountability
- The delivery of a proactive plan for Human Capital
- The delivery of a succession plan
- Executive level development
- Providing direction for organizational and structural changes necessary to achieve business objectives
- Providing programs to increase employee engagement and effectiveness
- Develop programs to attract and retain quality employees
- Develop programs designed for Self Directed Workforce

Level III HR includes a more visionary, strategic, and global Human Capital thought process as follows:

- Where are we going? (How will we adjust our staffing needs accordingly?)
- Will our employees' needs change?
- Do we need management development - who and when?
- What is the plan to support or change the organizational culture?
- What programs will need to be developed or changed?
- How will those programs be implemented?
- How will they be communicated?
- How will they be received?
- What are our training needs and how will they be implemented?