

Position Title: Chief Resources Officer
Status: Full-time, Exempt
Location: Chico or Sacramento, California



Do you love the Central Valley? Do you want our communities to have healthy beautiful rivers for generations to come? Are you excited to work with a team of ecologists, farmers, and entrepreneurs who really get stuff done? If you answered yes to all of these questions, River Partners needs your help. Notwithstanding our accomplishments and awards, the single best thing about River Partners is the people. Our staff is committed, creative, collaborative and diverse. We produce amazing results and have a lot of fun along the way.

What We Do:

We give new life to river landscapes that protect communities from damaging floods, support diverse wildlife populations, and connect people to water. We design and deliver large river restoration projects across California, using bulldozers and tractors, tablets and binoculars, all for the benefit of communities and natural resources. As the largest habitat restoration contractor in western North America, we are gearing up to head back to work as community-based, green economic stimulus.

Organizational Summary:

River Partners helps local communities revitalize rivers across the state of California. We are a private, non-profit organization with offices in Chico, Sacramento, Turlock, and San Diego. As a project-focused company, we believe in the power of demonstrating environmental improvement through large-scale river restoration and empowering others through partnership and collaboration.

Position Description:

River Partners seeks a highly motivated and effective Human Resources Executive with experience in the construction management or public contracting to join its leadership team. The Chief Resource Officer (CRO) is responsible for leading establishment and implementation of human and operating resources strategies to support overall business plans and objectives. The CRO will champion and track equity, inclusion, diversity and a learning culture in our organization. The successful candidate will be bi-lingual (Spanish and English) and familiar with agricultural community employment dynamics and issues as well as public works contracting and labor compliance. Currently, River Partners has a staff of 60, owns and manages 3,000 acres of floodplain lands, and maintains its own inventory of equipment (tractors, gators, trucks and trailers). We anticipate rapid growth in the coming years. The CRO develops optimization strategies for all of these resources, coaches River Partners teams, and cultivates a culture of collaboration, equity and quality.

The CRO reports directly to the President.
Travel is expected up to 4 days per month.

Essential functions and responsibilities of this position include:

Organizational Planning and Growth Management

- Establish and implement plans for management succession within each department
- Team up to provide strategic leadership for a growing organization in a growing industry
- Evaluate operations plans for cost-effectiveness by identifying redundancies and opportunities to optimize human, property, and equipment resources
- Track and forecast labor, talent and equipment demand for the organization
- Develop and oversee property and equipment procurement and management strategies
- Evaluate system improvement plans and potential investments for cost-effectiveness

Talent Development and Culture-Building

- Oversee talent acquisition, develop recruiting and retention plans
- Recruit within scientific, agricultural, administrative, and executive sectors
- Oversee and resource staff training, career and leadership development opportunities

HR Management

- Oversee salary administration and benefits
- Monitor accounting systems for providing HR statistics
- Direct investigations of reports of misconduct, arrests, or illegal activities of employees
- Recommend terminations and additions to personnel
- Develop and monitor procedures for vehicle and equipment management
- Develop and monitor HR budget
- Prepare HR reports for management staff
- Supervise EEOC and OCR regulations and complaints

Essential Knowledge Skills and Abilities:

- Enthusiasm and drive to support River Partners in fulfilling its mission
- Organizational culture-building focused on learning, collaboration and growth
- Experience managing all aspects of non-profit HR and building cross-disciplinary and intra-organizational teams
- Demonstrated ability to creatively solve problems and delight in learning new skills
- Value diversity, equity and inclusion in theory and champion it in practice
- Fluent in Spanish and English
- Collaborate with staff from academic, agricultural, and non-profit backgrounds
- Possess knowledge of and experience with personnel management, HR functions, and land and fleet management practices
- Familiarity with California Labor Code and Contracting Requirements
- Proven ability to work effectively with a team and independently
- Represent the organization to the public both orally and in writing
- Demonstrate good organizational skills, ability to work under multiple deadlines, and flexibility to handle changing priorities
- Advanced skills in the suite of Microsoft Office 365 programs

Qualifications:

- Advanced degree in Human Resources Management or related field, SHRM or SPHR certification
- Eight+ years of appropriate work experience
- C-27 Contracting License preferred

To apply email your resume, cover letter and 3 references to:

Jobs@riverpartners.org, Subject: CRO Position

Or send an application via mail to:

River Partners, Attn: CRO Position, 580 Vallombrosa Avenue, Chico CA 95926

Please no telephone calls.

