

Every day is  
**MISSION DAY**



# Director of People and Culture

## About Meyer Memorial Trust

At Meyer Memorial Trust, every day holds the opportunity to impact the future of Oregon. We accelerate racial, social and economic justice for the collective well-being of Oregon's lands and peoples. One of the state's largest private funders with assets of over \$880M, we commit our position, resources, and energies to improve community conditions and dismantle the barriers to equity so that all Oregonians can reach their full potential. With a diverse and engaged Board of Trustees, a visionary leadership team, and an incredibly dedicated staff, we are an organization with boundless commitment to giving. After navigating and incorporating organizational and programmatic changes over the past few years, we are seeking a Director of People and Culture to guide and support us through our next chapter to serve our mission focus.

## About this Opportunity

The Director of People and Culture is a newly re-imagined role that reflects the value we see in a synergized, energized team and fostering a diverse, inclusive, affirming, and resilient culture to focus on what we can accomplish together for our community and grantee partners and each other as a mission-driven, high-impact organization.

As our people and culture leader, you will provide both strategic and tactical counsel to the Executive Team through a thoughtful understanding of equitable practices, risk mitigation, and change management. You will build partnering and coaching relationships across leadership, while also leveraging the rare opportunity to develop personal relationships with all 35+ staff. In this critical role, you will hold unique perspective on the pulse of the organization, forming data-informed, strategic insights that meld organizational objectives and team needs.



## Compensation Range

\$177,300 - \$200,000

## Hybrid Model

## Award-winning Campus

## Our Organizational Values

Interconnection ♦ Shared Responsibility ♦ Curiosity ♦ Joy and Belonging



## Key Relationships

**Reports to:** Vice President of Operations

**Advises and Partners with:** Executive leadership, Board of Trustees, and leadership team

**Leads and Supports:** 1 direct report and an organization-wide team of 35-40

## Top Priorities

- **Strategic, Forward-looking Organizational Leadership**, guiding an HR vision and organization-wide decisions through a data-informed and balanced understanding of policy, risk, and people impacts.
- **Deep HR Operational Leadership and Partnership**, providing counsel and thought-partnership to leaders and developing infrastructure, policies and systems that support the mission, strong teams, collaboration and accountability.
- **Relational People Leadership and Cultural Development**, adeptly working with staff organization-wide to build relationships, model transparent communication and cohesive organizational change, and to actively curate the cultural health and objectives of the organization.

## Required Qualifications

- 4+ years of organization-wide leadership and cultural development responsibility (a mix of non-profit, for-profit, and/or philanthropic experience is preferred).
- 6+ years of broad and direct, hands-on HR experience across: talent acquisition & onboarding, learning & development, performance management, compensation, benefits, employee relations, payroll, compliance, and vendor management.
- Deep expertise in internal communications and change management.
- Demonstrated passion for our mission (lived or work experience with racial or social justice and/or implementing DEI initiatives is preferred).
- Reside within daily commuting distance of our headquarters campus in Portland, Oregon.

## Other Capabilities and Characteristics for Success

- Agility and savvy to expertly meld organizational objectives and individual goals, transparency and confidentiality, and authentic listening and decision making.
- Organizational effectiveness and development expertise, including systems thinking and use of metrics, tools, and technology.
- Departmental leadership experience including budgeting, resource management, and stewardship.
- Deep emotional intelligence, with the ability to anticipate impacts, nurture cultural objectives, and earn trust organization-wide.
- A warm and empathetic supporter and a confident, unflappable advisor and leader.



Photo courtesy of Adeleante Meres



Photo courtesy of Unite Oregon



Photo courtesy of Apano



## Interested in applying?

Please view full position details on our [careers](#) page.

To apply, please include your resume and a brief cover letter sharing your 'why' for this opportunity via [LinkedIn](#).

**This position will be open through Monday, July 29th, 2024.**



Apply



**General questions? Please contact our search consultant, Diane Thurston, at [Diane@WahlAndAssociatesLLC.com](mailto:Diane@WahlAndAssociatesLLC.com).**