

Director of Human Resources

Job Location

Southeast, United States

Description

Director of Human Resources

Luxury Resort | Southeast United States

Lead the people strategy behind one of the Southeast's premier luxury resort experiences.

An exceptional luxury resort in the Southeast is seeking an accomplished **Director of Human Resources** to join its executive leadership team. This is a highly visible opportunity to shape associate culture, develop exceptional talent, and directly influence the resort's continued success.

The Director of Human Resources will serve as a **strategic business partner to the Resort General Manager**, leading all aspects of HR while maintaining a visible, approachable presence throughout the operation.

This is a rare opportunity to **shape the people strategy and culture of an exceptional luxury resort** while working alongside a respected executive leadership team.

If you're ready to make a significant impact in one of the Southeast's premier luxury hospitality environments, we welcome the opportunity to speak with you confidentially.

Responsibilities

Key Responsibilities

- Lead the full HR function, including **talent acquisition, associate relations, compensation, benefits, training, performance management, and compliance.**
- Partner with executive leadership on workforce planning, organizational strategy, and talent development.
- Build a culture focused on **service excellence, engagement, accountability, and retention.**
- Recruit, develop, and retain top talent across hotel operations, culinary, food and beverage, spa, recreation, and administrative departments.
- Guide employee-relations matters, investigations, conflict resolution, and policy interpretation.
- Develop succession planning and leadership-development initiatives.
- Monitor workforce trends and provide actionable recommendations to resort leadership.
- Maintain strong relationships with associates and leaders at every level.

Qualifications

Ideal Candidate

- **7+ years of progressive HR leadership experience**, preferably within a luxury hotel, resort, club, or similarly sophisticated hospitality environment.
- Proven success with talent acquisition, retention, engagement, leadership development, and culture-building.

- Strong knowledge of employment law, employee relations, compensation, benefits, and HR compliance.
- Exceptional communication, judgment, discretion, and emotional intelligence.
- Bachelor's degree preferred; **SHRM-SCP, SHRM-CP, SPHR, or PHR** certification preferred.
- Current U.S. work authorization required for this opportunity.

Job Benefits

- **Relocation assistance may be available**
- **Competitive salary**
- **Bonus potential**
- **Comprehensive benefits package**

Contacts

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