

VICE PRESIDENT OF HUMAN RESOURCES

Grand America Hotels & Resorts | Salt Lake City, UT





Grand America Hotels & Resorts

Extraordinary Places, Extraordinary People.

Our properties are located in some of the most beautiful spots across the America West; our hotels and resorts bring a touch of luxury to formally untamed frontiers. We're a family-run business, and we've built a team across all our properties that embraces the level of service that only a family can provide. Our genuine love for meeting our guests' needs helps us create experiences you won't soon forget.

Salt Lake City

Welcome to a place where elevation meets aspiration. A modern city with every urban amenity set minutes away from spectacular mountains. A place for open minds and fresh perspectives. Experience our unique blend of traditional and progressive. Our mind-blowing winter adventures both on the slopes and off.

Our city's nearby mountains are widely known to be the home of "[The Greatest Snow on Earth](#)." Large storms pick up more moisture as they roll in over the [Great Salt Lake](#), and that moisture slams against the [Wasatch Mountains](#), creating incomparably light and skiable [powder snow](#).

But don't let the proximity to mountains, outdoor recreation, and [5 National Parks](#) distract you from the thriving urban heart that is beating in the Salt Lake Valley. Labeled as the Silicon Slopes, our city is home to a buzzing tech scene--between that and the other booming businesses in the city, downtown Salt Lake has been brought to life like never before. From a top-shelf performing arts scene to [award-winning dining](#), [craft beer](#), and [distilling culture](#), and the surprising-to-most fact that Salt Lake is reported as having one of the highest [LGBTQ](#) populations in the nation, you'll get a sense of how this Old West town has become a forward-thinking, and burgeoning urban hub. When you also include the [University of Utah](#), [Westminster College](#), Salt Lake Community College, and other nationally recognized schools, you realize that our city has a bright future. Earning us a spot in Livability's "[Top 100 Best Places To Live In the U.S. In 2023](#)."

Our Family of Properties

[Sun Valley Resort - Sun Valley, ID](#)

[Westgate Hotel - San Diego, CA](#)

[Snowbasin Resort - Huntsville, UT](#)

[Little America Hotel - Flagstaff, AZ](#)

[Grand America Hotel - Salt Lake City, UT](#)

[Little America Hotel - Cheyenne, WY](#)

[Little America Hotel - Salt Lake City, UT](#)

[Little America Wyoming - Little America, WY](#)



POSITION SUMMARY

The Vice President of Human Resources is responsible for the strategic direction of the Grand America Hotels & Resorts, a family-owned and operated hospitality company focused on service excellence and the employee experience. This position will lead the Human Resource function by providing support for recruitment, employee relations, learning & development, employee engagement, compliance, AND executive leadership across the hospitality division. Must be driven to partner with the business to deliver results that grow and exceed shareholders' expectations.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Oversee all aspects of the Human Resources department, including recruitment, employee relations, training and development, compensation and benefits, and compliance with employment laws and regulations across the hospitality division.
- Develop and implement HR strategies and initiatives that align with the company's goals and objectives.
- Works directly with the CEO to drive people strategies to attract, retain, and grow talent within the hospitality division.
- Manage and mentor a team of HR professionals, providing guidance and support in their day-to-day activities.
- Collaborate with senior leadership to address staffing needs, talent acquisition, and succession planning.
- Ensure HR policies and procedures are in compliance with local, state, and federal regulations.
- Provide coaching and guidance to managers and employees on HR-related issues, fostering a positive work environment and resolving conflicts.
- Implement and maintain HR systems and technology to streamline processes and improve efficiency.
- Coordinates the activities, programs and strategic HR plans for across hospitality.
- Provides technical advice and knowledge to others within the human resource discipline.
- Manages other areas such as relocation, employee communication, employee safety and health, and community relations.
- Manages the budget and other financial measures of the HR department.
- Evaluates the HR division structure and team plan for continual improvement of the efficiency and effectiveness of the group as well as for providing individuals with professional and personal growth opportunities.
- This position manages all employees of the department and is responsible for the performance management and hiring of the employees within that department.

QUALIFICATIONS

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- A minimum of 10 years of progressive HR experience, with at least 5 years in a leadership role.
- A minimum of 10 years in the hospitality industry is required (hotel management and/or ski resorts are preferred).
- Strong knowledge of HR best practices, employment laws, and regulations.
- Demonstrated ability to develop and implement HR strategies and initiatives that drive business results.
- Excellent leadership and communication skills, with the ability to influence and collaborate with stakeholders at all levels of the organization.
- Proven track record of building high-performance teams and developing HR professionals.
- Experience managing HR operations, including recruitment, employee relations, training and development, and compensation and benefits.
- The ability to handle confidential and sensitive information with discretion and professionalism.
- Proficiency in HRIS systems and Microsoft Office suite.
- The ability to travel as needed.

KEY CHARACTERISTICS

- HR Systems Proficiency with reporting and organizational software.
- Extensive understanding of HR employment laws.
- Policy development and documentation.
- Strong internal and external communication and public speaking.
- Negotiation for employee advocacy.
- Flexibility of thinking and a willingness to try a new approach.
- Trustworthiness and the ability to inspire trust.
- Change Management expert.

TOP PRIORITIES (in the first 30-60-90 days)

- Immerse in the culture and tradition of Grand America Hotels and Resorts.
- Partner with each property's General Manager and Human Resources team.
- Drive change management strategies, including HR Technology, employee engagement, and performance management.



John Brich

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If interested in learning more about this great opportunity, please send your resume to our SearchWide Global Executive, John Brich.

SearchWide Global is a full-service executive search firm primarily for companies in the travel, tourism and convention, and hotel and lodging industries. We specialize in C-Level, Director and Management level executive searches for companies ranging in size from Fortune 500 corporations to mid-sized public and private companies.