



VP OF PEOPLE STRATEGY

TINTON FALLS, NJ

The Kiely Family of Companies serves a purpose that's bigger than any person, project, or company. As the VP of People Strategy at the Kiely Family of Companies, you plan, lead, direct, develop and coordinate the strategy, policies, activities, and staff of the Human Resources (HR) Department, ensuring legal compliance and implementation of the organizations mission and talent strategy.

In this role, articulate Kiely's personnel strategy and values to leaders, team members, and prospective hires, while overseeing talent management, recruitment, compensation and benefits, performance management, learning and development, organizational development, and HR policy. This role also ensures efficient HR Shared Services—both domestically and through KIELY India—across all Kiely companies.



Responsibilities

- Create and implement initiatives that promote and maintain Kiely's family culture as the business scales.
- Collaborate with the Executive Team to formulate and communicate HR strategy within the context of the overall organizational strategy.
- Partner with the Executive and IT Teams to design and implement HR technology strategy, leveraging automation, digital tools, and AI to deliver efficient services and results.
- Plan, lead, develop, coordinate, and implement policies, processes, training, initiatives, and surveys that support HR compliance and strategic needs.
- Oversee administration of HR programs, including compensation, payroll, benefits, leave, disciplinary matters, disputes and investigations, performance and talent management, recognition and morale, productivity, and training and development.
- Counsel the CEO and Executive Management Team on HR-related issues and provide comprehensive support in preparing key decisions.
- Establish and implement HR initiatives that communicate Kiely's strategic vision and corporate culture to all team members.
 - **Talent Management:** Direct the development of attraction, recruiting, and retention plans to meet short- and long-term workforce needs.
 - **Compensation & Benefits:** Review and advise on compensation and benefits systems to ensure competitiveness, cost effectiveness, alignment with corporate strategy, and benchmarking against the market.
 - **Organizational Development:** Drive a performance-based culture by creating a best-practice performance management framework and ensuring enterprise-wide understanding of the system.
 - **Learning & Development:** Define and drive the learning strategy, tailoring training programs to the needs of each business unit, ensuring cost-effectiveness and alignment with organizational goals.
 - **Shared Services Management:** Design and oversee efficient delivery of HR Shared Services, including operations in Kiely India, ensuring cost-effective support across all companies.
- Monitor external developments in HR and integrate best practices into Kiely's policies and programs.
- Develop HR policies and procedures that ensure compliance with legislative requirements in each state of operation.

Qualifications

- Bachelor's degree required (business, human resources, or organizational science preferred).
- Master's degree with strong emphasis in Human Resources recommended.
- HR certifications (SPHR, PHR, or equivalent) preferred.
- 15+ years of progressive HR leadership experience, with at least 10 years in strategic HR roles demonstrating increased responsibility.

Skills

- Strong leadership skills with proven ability to drive organizational change.
- Strong business acumen and ability to align HR strategy with business goals.
- Excellent oral and written communication skills.
- Excellent interpersonal and negotiation skills.
- Ability to prioritize and delegate tasks effectively.
- Ability to navigate and adapt across multiple organizational structures and leadership styles.
- Resilience and effectiveness in high-pressure or stressful situations.

