

## **Associate Director of Compensation and Classification**

### **District of Columbia Department of Human Resources**

#### **Introduction**

The District of Columbia Department of Human Resources (DCHR) is seeking an **Associate Director of Compensation and Classification**. The DCHR is responsible for the development and implementation of the District of Columbia Compensation, Classification, and Performance Management Systems. DCHR is in the process of transforming the District government workforce by enhancing and streamlining the classification process to improve recruitment and retention efforts, ensuring pay equity principles, and providing for competitive wages based on employee performance within the District government's financial plan.

#### **Responsibilities**

The Associate Director serves as the Chief Advisor for all District government compensation, classification, and performance management programs. This individual is also responsible for the planning, development, coordination and administration of all day-to-day staff and operational activities associated with the Compensation and Classification Unit.

The Associate Director will provide expert testimony on all compensation, classification, and performance management programs in city Council hearings, agency discussions and other committee and task forces. Further responsibilities include working collaboratively with other leaders to gather input for the development and drafting of legislation, regulations and rules regarding compensation, classification and performance management programs. The Associate Director will also work with the Office of the Chief Financial Officer to document funding and to develop fiscal impact statements, reasonable government cost estimates and budget projections.

**Qualifications**

The ideal candidate will have an advanced degree (MBA or MPA preferred) in HR, Management, Finance, or related field. More than five years experience in compensation, classification performance management and/or financial analysis and administration. CCP (Certified Compensation Professional) or PHR (Professional Human Resources) recipient and candidates are preferred.

Mastery of compensation, classification, performance management practices and principles, statistical analysis, demonstrated through previous application and implementation of programs is required. Proven experience with collective bargaining practices and principles, negotiation strategy, and long range financial forecasting as related to multi-year bargaining is also required.

Successful candidates must have demonstrated skill and experience providing leadership in a managerial capacity, and have the ability to supervise, motivate and manage a staff. Knowledge of customer service theory and practices, business processes redesign practices, procurement, contract management and oversight, budgeting and financial management, project management and program evaluation.

**Compensation:** \$98,285 - \$137,599

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**APPLICATION AND SELECTION PROCESS**

For additional information regarding this position, please contact Mr. Kenyatta Uzzell. Electronic submissions highly encouraged.

**POLIHIRE**

1101 Pennsylvania Ave, NW  
6<sup>th</sup> Floor  
Washington, DC 20004

Email: [resume@polihire.com](mailto:resume@polihire.com)

<http://www.polihire.com>

202-756-2966

To be considered for the position, please submit a resume to POLIHIRE. Resumes will be screened in relation to the criteria outlined in this announcement. Candidates with relevant qualifications will be given preliminary interviews by POLIHIRE. Those candidates deemed qualified will be referred to the District of Columbia.