HR Business Partner

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Type: Full-Time
Salary: $55,317.50 - $71,912.70 per year
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Category: Human Resources

Job Description

HR Business Partner - Strategic Growth Advisor

About The River

The River is not just a college. We are a nationally recognized, award-winning institution at the forefront of transforming education and opportunity. As the 2019 Aspen Prize for Community College Excellence co-winner, The River has been recognized nationally for innovation, equity, and student success.

We are expanding boldly:

- The Promise Program guarantees tuition-free associate degrees for eligible local high school graduates, breaking down barriers to education and accelerating social mobility.
- Our partnership with the Edward Via College of Osteopathic Medicine (VCOM) is launching a full medical school pathway at our Pruitt Campus - bringing advanced health education to our region.
- We are investing in AI, automation, and digital learning ecosystems to disrupt the traditional higher education model and prepare students with skills for tomorrow's workforce.
- Our rallying cry - "GO FAST. THINK BIG." - drives everything we do: speed in execution, boldness in vision, and excellence in outcomes.

At The River, we are designing the future of learning and work - one that connects academic growth, workforce readiness, and life success. And we know this: student success starts with employee success.

Our Transformation Journey

At The River, HR is not a back-office function. We are building a strategic, AI-enabled People & Culture function that sets the pace not only for higher education, but for any purpose-driven organization that wants to grow with speed and excellence.

This is an invitation to build, not maintain. Together, we are:

- Professionalizing HR with the systems, processes, and leadership practices of the world's best companies.
- Embedding AI, automation, and people analytics into every dimension of HR - to make work faster, smarter, and more human.
- Designing a culture of belonging, performance, and accountability where people thrive, leaders grow, and teams deliver.
- Creating organizational clarity through workforce design, succession, and leadership enablement.
- Proving our value with data, dashboards, and ROI - HR at The River is measured by impact, not activity.

The HR Business Partner role is central to this journey. You will be a strategic advisor, culture shaper, and execution catalyst, helping leaders translate strategy into workforce design, people practices, and measurable results.

About The River & Our Transformation Story

At The River (Indian River State College), we are reimagining what higher education can be - for our students, our employees, and our community. As a nationally recognized institution and recipient of the Aspen Prize for Community College Excellence, The River has long been known for academic excellence, access, and impact. But we are not standing still.

We are building the future of learning and the future of work, together. That means:

Transforming HR into a Future-Ready Engine

We are elevating HR from administrative to strategic - making it a growth driver, culture architect, and enabler of student and institutional success.

Professionalizing & Scaling

We are strengthening our HR systems, processes, and talent to match the best-run organizations in the world, while honoring our mission-driven roots.

Designing for the Future of Education

We are preparing for what's next: AI-powered solutions, new models of student success, and innovative ways of connecting education to meaningful careers.

Driving Cultural Renewal

We are embedding leadership principles, creating accountability, and ensuring every employee experiences belonging, growth, and impact.

This is not maintenance work - it is transformation work. We are seeking leaders at every level who want to roll up their sleeves, innovate, and execute - leaders who will help us build something bold and lasting. At The River, HR is not only supporting the mission, but leading the way in shaping the future of higher education.

Why Join Us

Joining The River as an HR Business Partner is more than a career move - it's an opportunity to make history in higher education and people strategy. Here's why this is a uniquely compelling role:

Mission with Meaning

Every initiative you lead directly impacts student success and community transformation. Your work will ripple far beyond HR - it will shape futures.

Leadership Opportunity

You will sit at the table with executives, shaping strategic decisions and influencing leaders at scale. This is a role designed for growth, visibility, and impact.

Build From Scratch, Build For Scale

You'll have the freedom and responsibility to design new programs, systems, and practices. We want builders, not maintainers.

Innovation & AI-Powered HR

From HRIS modernization to people analytics, you will leverage leading-edge tools to create a smarter, faster, more human HR function.

A Culture of Belonging & Excellence

We are creating a workplace where employees thrive, leaders are accountable, and innovation is celebrated. You will help shape that culture every day.

Career Growth & Successor Development

We don't just want you to succeed in this role - we want to prepare you for your next one. This is a launching pad for future HR executives and enterprise leaders.

We value the well-being and professional growth of our employees. Our comprehensive benefits package includes:

* **Health & Wellness:** Medical, dental, vision, flexible spending accounts, life insurance, supplemental plans, and access to our Employee Assistance Program (EAP).

* **Affordable Coverage:** PPO/HMO options starting at just $50/month for individual coverage and $180/month for family coverage.

* **Retirement Security:** Participation in the Florida Retirement System (FRS), plus tax-deferred annuities and Roth 403(b) options.

* **Time for You:** Generous paid vacation, personal, and sick leave to support work-life balance.

* **Perks & Discounts:** Reduced rates on services and tickets to local attractions.

* **Growth & Development:** Professional development programs, leadership training, and opportunities to advance your career.

At The River, you will not just have a job. You will have a purpose, a platform, and a chance to leave a legacy.

Purpose of the Role

The HR Business Partner (HRBP) at The River is more than a policy advisor - this is a strategic seat at the table. You will partner with executives, deans, and leaders to design the workforce of the future, embed leadership standards, and accelerate transformation.

This role is about:

Strategic alignment - ensuring every HR practice directly supports institutional strategy, student success, and our mission to disrupt higher education.

Culture shaping - coaching leaders to model behaviors of excellence, inclusivity, and accountability; ensuring our values are lived, not laminated.

Leadership enablement - providing leaders with the tools, insights, and frameworks to drive performance, build trust, and deliver results.

Change leadership - guiding leaders and teams through transformation with clarity, energy, and resilience.

Execution at speed - rolling up your sleeves to turn bold ideas into scalable practices, policies, and programs.

The purpose of this role is not just to "support" leaders - it is to help them succeed in leading people, so that The River succeeds in transforming lives.

Impact You Will Make

As an HRBP at The River, your impact will be visible, measurable, and lasting. You will:

Elevate Leadership Impact

Coach and advise leaders to strengthen decision-making, communication, and team engagement.

Build leadership capability frameworks and embed them into performance, succession, and promotions.

Advance Workforce Strategy

Partner with leaders to design org structures, workforce plans, and staffing strategies aligned to growth.

Enable workforce agility by aligning talent to the highest-priority initiatives and future skill needs.

Shape a Culture of Belonging & Performance

Activate our values of integrity, respect, service, growth, and community in daily practices.

Drive initiatives that strengthen engagement, belonging, and accountability at every level.

Accelerate Change & Transformation

Translate business priorities into HR strategies that move at the speed of The River.

Lead transformation projects across automation, employee experience, and service redesign.

Deliver Measurable Business Outcomes

Tie people strategy to key results: student outcomes, employee retention, productivity, leadership effectiveness.

Use analytics and metrics to demonstrate ROI on leadership programs, engagement strategies, and workforce design.

This is a role where your fingerprints will be on the future of The River - on the leaders we grow, the culture we build, and the transformation we achieve together.

Key Capabilities & Mindset

To thrive as an HR Business Partner at The River, you must bring both strategic capability and a builder's mindset. We are not hiring for "caretakers" of existing systems; we are seeking architects and accelerators who can both imagine and implement the future of HR.

You will succeed here if you bring:

Strategic Foresight

Ability to anticipate workforce, cultural, and leadership needs 2-5 years ahead.

Capacity to design people strategies that not only solve today's challenges but also prepare us for tomorrow.

Execution Excellence

Track record of turning concepts into tangible programs, policies, or systems that work at scale.

Comfort with ambiguity, resourcefulness in limited-resource environments, and a drive to deliver results quickly.

Influence & Relationship Mastery

Ability to build trust with leaders at every level - from frontline supervisors to executives.

Skilled at influencing decisions with data, storytelling, and courage to challenge the status quo when necessary.

Culture & Values Leadership

Deep commitment to fostering equity, inclusion, and belonging as non-negotiable aspects of leadership.

Role-model behaviors of integrity, accountability, collaboration, and service.

Growth Mindset & Resilience

Passion for continuous learning and developing yourself as a future successor.

Ability to thrive in a fast-moving, transformative environment - adapting quickly, staying resilient, and energizing others.

This is a role for leaders who are builders, not just maintainers - people who wake up inspired by the chance to make HR, leadership, and culture stronger every day.

What You Will Build at The River

As part of The River's transformation, the HRBP will play a central role in building systems, practices, and mindsets that will outlast this decade. You will:

Leadership Playbook

Define and embed leadership expectations across all levels of management.

Build coaching, feedback, and development systems that prepare leaders for scale and succession.

Future-Ready Workforce Architecture

Partner with leaders to design org structures that maximize efficiency and agility.

Build workforce plans and role architectures that anticipate future skill needs.

Employee Experience Framework

Design and roll out initiatives that make The River a place where employees feel supported, inspired, and able to do their best work.

Create shared service practices and HR support models that are modern, simple, and consistent.

Change Leadership Toolkit

Build tools and frameworks for leaders to navigate transformation effectively.

Train leaders in how to communicate, engage, and execute through change.

Data-Driven Insights & Metrics

Create dashboards and scorecards that tie people strategies to measurable results.

Use analytics to surface opportunities, identify risks, and guide leadership decisions.

By building these systems, you will shape the DNA of The River's future workforce and ensure that HR is a driver of both institutional excellence and human impact.

Measures of Success

Your impact as an HR Business Partner at The River will not be measured by activity alone, but by the tangible difference you create in leadership, culture, and performance. Success in this role will be evidenced by:

Leadership Effectiveness

Leaders across your assigned division consistently demonstrate stronger capability, accountability, and alignment with The River's values.

Leadership development plans and succession pipelines are built, activated, and yielding results within 12-24 months.

Culture & Employee Experience

Measurable increases in employee engagement, belonging, and retention in your division, supported by visible initiatives you design and execute.

Reduced friction in HR processes - employees and leaders report higher satisfaction and speed in accessing HR services.

Strategic Partnership & Influence

Business leaders see you as a trusted advisor and proactive problem solver, not only a support resource.

Your influence leads to stronger organizational design, better decision-making, and people strategies tied directly to outcomes.

Operational & Transformation Impact

New systems, processes, or programs you help design are adopted broadly, scaled effectively, and deliver measurable efficiency.

Clear evidence of your ability to balance strategic vision with hands-on execution - projects move from idea to reality with speed.

Data & Results Orientation

You use people analytics and workforce data to diagnose issues and guide action, with improvements traceable in metrics such as turnover, promotion readiness, engagement, and performance.

You set clear goals for each initiative and track progress, adapting strategies where needed to deliver results.

In short: you will be successful if leaders, employees, and peers feel the difference of your impact - in their performance, in their culture, and in their future readiness.

Experience & Qualifications

We are seeking builders, strategists, and advisors with the following experiences and capabilities:

Strategic HR Partnership

5 to 7+ years of progressive HR or people leadership experience, preferably within medium to large organizations with complex structures.

Proven ability to partner with senior leaders as a trusted advisor, guiding organizational and workforce decisions.

Culture & Employee Experience

Demonstrated success in embedding culture, values, and leadership expectations into daily operations.

Experience designing initiatives that improve employee engagement, retention, and belonging.

Organizational Design & Workforce Planning

Background in workforce architecture, role design, and succession planning.

Ability to diagnose structural challenges and propose solutions that balance efficiency, agility, and growth.

Change Leadership & Execution

Experience leading or supporting major transformations - systems, processes, or cultural shifts.

Comfort in environments that require building from scratch, with a track record of creating order out of ambiguity.

People Analytics & Data Orientation

Familiarity with HR metrics, dashboards, and data-driven decision-making.

Ability to turn workforce data into actionable insights that shape leadership priorities.

Preferred Backgrounds

Prior experience in highly respected organizations (e.g., Fortune 500, award-winning workplaces, or industries known for HR excellence).

Exposure to technology, manufacturing, services, or other sectors where innovation and people strategy intersect.

Education

- Bachelor's degree in Human Resources, Business, Organizational Development, or related field required.
- Master's degree preceded or equivalent

Mindset & Values Alignment

Growth mindset, passion for continuous learning, and resilience to drive change in a fast-paced environment.

Commitment to The River's values of service excellence, innovation, inclusion, and accountability.

Classification

Staff
Supervisory

No

FLSA Exempt

Yes
Employment Type

Regular
Compensation and Application Deadline

The pay range for this position is $55,317.49 to $71,912.74. All salary calculations start at the minimum salary and will be based on the candidate's education and experience | Open until filled.

It is the policy of Indian River State College and its District Board of Trustees that each employee, student, applicant for admission, and applicant for employment be allowed to participate in college programs and activities, including employment, in a discrimination and harassment free environment. Harassment of any nature is prohibited whether it is on the basis of race, color, national origin, ethnicity, sex, religion, age, disability, sexual orientation, marital status, veteran status, or genetic information. Preventing harassment is the responsibility of the entire College. Accordingly, Indian River State College encourages all employees, students, applicants for admission, and applicants for employment, who believe they are being subjected to harassment to follow the Administrative Procedures, AP 3.13 and AP 3.131, for harassment complaints. The College will take prompt disciplinary action against individuals on campus facilities who engage in actions that violate this policy.

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