

AMERICO

Position Title: Assistant Vice President of Human Resources

Reports to: Vice President & Chief People Officer

Location: On Site – Kansas City

<https://www.americo.com/>

The Opportunity:

The **Assistant Vice President, Human Resources (AVPHR)** will serve as a key strategic partner to the Vice President & Chief People Officer (VPCPO) in advancing the company's people strategy. This role is responsible for driving HR initiatives that enable business growth, cultivate a high-performance culture, and ensure the organization has the talent, leadership, and capabilities needed to achieve its objectives.

Position Overview

The AVPHR provides senior leadership support across all HR functions, including Talent Management, Organizational Development, Total Rewards, and Employee Experience. Acting as the "right hand" to the VPCPO, this role plays a pivotal part in shaping HR strategies, leading critical programs, and coaching leaders to foster a culture of engagement, accountability, and continuous improvement.

Key Responsibilities:

Strategic Leadership & Partnership

- Serve as a trusted advisor and thought partner to the VPCPO on all HR matters.
- Translate business goals into people strategies, ensuring alignment with company objectives.
- Build strong partnerships with executives and managers to foster organizational effectiveness and employee engagement.
- Function as a visible change agent, leading HR-related communication, transformation initiatives, and culture-building efforts.

Talent & Organizational Development

- Oversee Human Resources Business Partner program to strengthen leader and employee support.
- Lead Organizational Development initiatives, including leadership development, workforce planning, succession planning, and culture initiatives.
- Drive talent acquisition strategies to attract, retain, and develop top talent.
- Coach leaders and teams to enhance performance, collaboration, and employee morale.

Total Rewards & HR Operations

- Support HR leadership in managing Total Rewards, including compensation, benefits, and recognition programs, ensuring competitiveness and equity.
- Oversee HR compliance, policy development, and employee relations, ensuring consistent application and adherence to employment law.
- Partner with HR teams on goal setting, performance evaluation, merit/bonus processes, and employee lifecycle programs.

Employee Experience & Culture

- Champion initiatives to foster a high-performing and engaged workforce.

- Advise leaders on employee relations, performance improvement, and conflict resolution.
- Promote continuous improvement efforts across HR operations and company culture.

Continuous Improvement & Change Management

- Identify opportunities to improve HR programs, processes, and policies for efficiency and effectiveness.
- Lead and support organizational change management efforts, ensuring smooth transitions and adoption of new practices.
- Drive HR's role in advancing innovation, collaboration, and business readiness for the future.

Qualifications:

Minimum Requirements

- Bachelor's degree in human resources, Business, or related field.
- 8+ years of progressive HR leadership experience across multiple functional areas.

Preferred Qualifications

- SPHR or equivalent certification.
- Strong business acumen with the ability to link HR strategies to business outcomes.
- Knowledge of employment law and HR compliance practices.
- Experience in the insurance or financial services industry preferred.
- Proven leadership skills in team building, coaching, mentoring, and managing change.
- Strong influencing, negotiation, and communication skills.
- High-level critical thinking and problem-solving ability.
- Experience with HRIS and workforce analytics tools.

About Kansas City:

This position is based in the downtown Kansas City area, a city consistently recognized for its business-friendly environment and quality of life. Named one of Forbes' "Top 50 Best Places for Business and Careers," Kansas City is known for its vibrant, diverse community, making it an attractive place for professionals and families alike. The city has earned numerous accolades for its affordability and family-friendly atmosphere.

Often referred to as "The Silicon Prairie," Kansas City has become a hub for innovation, entrepreneurship, and technological development. In 2018, Wendover-Insight ranked the region as the "No. 1 City for Business Growth," further solidifying its reputation as a leader in business advancement.

Known as the "City of Fountains," Kansas City offers rich cultural experiences, with world-class venues such as the Nelson-Atkins Museum of Art and the Kauffman Center for the Performing Arts, which was named one of the 15 most spectacular concert halls in the world. Kansas City is also renowned for its urban entertainment, award-winning cuisine, and major sports teams. Home to the Chiefs, Royals, and Sporting Kansas City, the region boasts modern and renovated stadiums for fans to enjoy.

For more information about the region, explore these helpful resources:

- Kansas City Convention & Visitors Association: www.visitkc.com
- Kansas City Area Development Council: www.thinkkc.com

About Cornerstone Kansas City:

Cornerstone Kansas City is a leading retained executive search firm based in Prairie Village, Kansas that helps great companies recruit great people. For more than 40 years, Cornerstone Kansas City has excelled in serving its client companies with executive talent acquisition, leadership development and career transition services across the Central Midwest region of the United States. Cornerstone Kansas City has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Senior Management-level positions. To inquire about how Cornerstone Kansas City can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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