



Cornerstone Executive Search has been exclusively retained by Cosentino's Food Stores to conduct their search for a new Director of Human Resources.



DIRECTOR OF HUMAN RESOURCES

Cosentino's Food Stores

Fast Facts

- **Location:** Overland Park, Kansas / Kansas City metropolitan area
- **Industry:** Multi-location grocery retail, pharmacy, and related operations
- **Organization:** 31 stores across the Kansas City area and more than 4,000 employees
- **Ownership:** Family-owned since 1948 and spanning four generations
- **Leadership Partnership:** Ownership, senior leadership, the CFO, and operational leaders
- **Key Focus:** Enterprise HR strategy, labor relations, talent, compliance, workplace safety, workers' compensation, and risk management

The Organization

Cosentino's Food Stores is a Kansas City-based, family-owned grocery organization with a legacy spanning more than 75 years. Founded in 1948, the company has grown from one neighborhood store into a regional operation of 31 stores under the Price Chopper, Apple Market, Sun Fresh, and Cosentino's Market banners.

Today, Cosentino's employs more than 4,000 people and remains deeply connected to the communities it serves. The organization is built around lasting customer relationships, friendly and courteous service, quality products, operational excellence, and the family values that have guided the business for generations.

The Opportunity

Cosentino's Food Stores is seeking a strategic, hands-on Director of Human Resources to lead the people, compliance, safety, and risk priorities of a large, multi-location organization. This leader will serve as a trusted advisor to ownership and senior leadership while building the systems, practices, and capabilities needed to support the company's continued growth and long-term success.

The role offers meaningful influence across the organization - from recruiting, retention, performance management, and employee relations to union negotiations, employment compliance, workers' compensation, workplace safety, insurance programs, and enterprise risk. The Director will help create consistency across the business while remaining responsive to the needs of stores, departments, leaders, and employees.

For an experienced HR leader who values relationships, accountability, and practical execution, this is an opportunity to shape the employee experience and strengthen a respected Kansas City family business.

The Position

The Director of Human Resources will plan, lead, direct, develop, and coordinate the policies, activities, and staff of the Human Resources Department. The position is responsible for ensuring legal compliance, advancing the organization's talent strategy, and delivering HR programs that support business performance and Cosentino's mission and culture.

This leader will work closely with ownership, senior leadership, the CFO, Operations, Facilities, Pharmacy, Finance, Loss Prevention, internal counsel, and outside counsel. The role combines enterprise strategy with hands-on leadership in employee relations, labor relations, benefits, claims, safety, risk management, investigations, and day-to-day HR operations.

The Ideal Candidate

The ideal candidate is an accomplished human resources leader who understands the pace, complexity, and people demands of a multi-site operating environment. Experience in grocery, retail, distribution, manufacturing, hospitality, or another workforce-intensive industry will be highly valuable.

This person brings sound judgment, credibility, and the ability to partner effectively with owners, executives, operational leaders, employees, attorneys, brokers, carriers, and union representatives. They are equally comfortable shaping strategy, resolving sensitive issues, reviewing data, negotiating agreements, and ensuring consistent execution.

The successful candidate will be approachable but firm, proactive rather than reactive, and committed to building a safe, compliant, respectful, and high-performing workplace.

Key Responsibilities

Strategic HR Leadership & Organizational Partnership

- Collaborate with ownership and senior leadership to understand and advance organizational goals related to staffing, recruiting, training, retention, culture, and workforce planning.
- Plan, develop, coordinate, and implement HR policies, processes, training initiatives, surveys, and programs that support compliance and business strategy.
- Serve as a trusted advisor on complex people matters, organizational trends, emerging risks, and changes in employment law, regulation, technology, and HR best practices.
- Develop and manage the Human Resources departmental budget and ensure resources are aligned with organizational priorities.

Talent, Performance & Employee Relations

- Identify staffing and recruiting needs and develop effective practices for hiring, onboarding, talent management, development, and retention.
- Oversee compensation, benefits, leave, performance management, productivity, recognition, morale, training and development, disciplinary matters, disputes, investigations, and employee relations programs.
- Ensure performance evaluations, corrective action, discipline, and termination decisions are handled consistently, fairly, and in accordance with company policy and applicable law.
- Recruit, interview, hire, train, coach, evaluate, and develop HR staff while overseeing the department's daily workflow and professional development.

Labor Relations, Legal & Compliance

- Partner with ownership and internal and outside counsel to interpret, administer, and negotiate union contracts and achieve constructive business and employee outcomes.
- Collaborate with ownership, the CFO, and counsel to manage and favorably resolve employment-related claims, disputes, regulatory matters, and legal issues.
- Monitor compliance with federal, state, and local employment laws and regulations; review and update policies and practices to maintain compliance.
- Lead or support workplace investigations, regulatory inquiries, policy interpretation, and sensitive employee matters with discretion and sound judgment.

Benefits, Insurance, Claims & Risk Management

- Collaborate with the CFO to select, evaluate, and monitor brokers, carriers, and providers for health, benefit, and insurance programs.
- Oversee workers' compensation and Employment Practices Liability Insurance programs and claims in partnership with Loss Prevention, ownership, the CFO, brokers, carriers, and counsel.
- Strengthen claims management, return-to-work practices, loss prevention, insurance relationships, and enterprise risk management activities related to HR and workplace operations.

Workplace Safety & Operational Risk

- Provide strategic leadership for workplace safety and risk management programs and foster a culture in which every employee shares responsibility for a safe, healthy, and compliant environment.
- Partner with Operations, Facilities, Pharmacy, Finance, and other leaders to reduce workplace injuries, control workers' compensation costs, improve regulatory compliance, and protect company assets.
- Oversee OSHA compliance, safety training, incident response, regulatory investigations, corrective action, and continuous improvement of safety practices.
- Analytics, Systems & Continuous Improvement
- Conduct research and analysis of organizational trends through HR reports, claims data, workforce metrics, and other performance indicators.
- Use HR systems, data, and technology to improve decision-making, communication, consistency, compliance, and employee service.
- Perform other duties as required in support of Cosentino's people, safety, risk, and business priorities.

Qualifications

Required Experience & Capabilities

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- At least five years of progressively responsible human resources management experience, including leadership of HR staff and programs.
- Thorough knowledge of employment-related laws, regulations, compliance requirements, and HR best practices.
- Demonstrated ability to administer, interpret, and negotiate union contracts and work effectively with union representatives and legal counsel.
- Experience overseeing workers' compensation, EPLI, claims management, return-to-work programs, regulatory investigations, and insurance carrier or broker relationships.
- Workplace safety leadership experience in grocery, retail, distribution, manufacturing, hospitality, or another operationally complex environment.
- Working knowledge of OSHA requirements and experience developing or strengthening safety training and compliance programs.
- Excellent written and verbal communication, interpersonal, negotiation, and relationship-building skills.
- Strong organizational, time-management, analytical, and problem-solving skills with exceptional attention to detail.
- Ability to prioritize, delegate, meet deadlines, adapt to changing needs, and handle sensitive information with discretion.
- Proficiency with, or the ability to quickly learn, the organization's HR systems and reporting tools.

Preferred Experience

- SHRM-CP or SHRM-SCP certification.
- Experience supporting a large, multi-location, hourly workforce and partnering directly with ownership or senior executives.
- Experience integrating HR, safety, claims, insurance, and enterprise risk management priorities across business functions.

Key Success Metrics

- HR strategy, policies, and programs are aligned with ownership priorities, business needs, and the organization's mission.
- Employment practices, union administration, investigations, and legal matters are managed consistently, proactively, and compliantly.
- Workplace injuries, workers' compensation exposure, claim duration, and preventable risk trends improve through stronger programs and accountability.
- Recruiting, retention, performance management, employee relations, training, and leadership support become more consistent and effective across the organization.
- Benefits, insurance, broker, carrier, and vendor relationships deliver strong service, value, and risk protection.
- HR data, metrics, systems, and reporting provide actionable insight and support informed decision-making.
- The HR team operates with clear priorities, strong service standards, professional growth, and reliable execution.

Additional Expectations

- Maintain a visible, responsive, and service-minded presence with ownership, leaders, HR staff, employees, and business partners.
- Exercise sound judgment and professionalism in confidential, sensitive, high-stakes, or ambiguous situations.
- Balance strategic thinking with hands-on follow-through and the practical needs of a fast-moving multi-location business.
- Lead with integrity, accountability, fairness, consistency, and respect for Cosentino's family-owned culture.
- Prolonged periods of sitting at a desk and working at a computer are required; must be able to lift up to 25 pounds.

About Cornerstone Executive Search

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

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