



Join our established, fast-growing organization and learn from the Nation's first local green bank. You'll have the chance to lead, build, and shape the organization's future, while accelerating your personal and professional growth.

Organization: Solar and Energy Loan Fund (SELF)

Job Title: Chief of Human Resources (CHRO)

Location: Must reside in Florida with the ability and willingness to travel as required or REMOTE

Classification: Exempt under FLSA

Salary Range: An attractive and competitive salary will be offered, commensurate with experience in human resources management.

About SELF:

SELF is a national award-winning non-profit Community Development Financial Institution (CDFI) with a mission to rebuild and empower underserved communities by providing access to affordable and equitable capital to homeowners, landlords, developers, contractors, and small businesses to help transition communities towards an inclusive clean energy economy. Founded in Florida, SELF has expanded and now serves most of the Southern United States. Due in part to the recent passage of the Inflation Reduction Act, there is historically unprecedented momentum toward clean energy and home resilience. As the country's first local Green Bank, and an established and proven pioneer of climate equity, there is a need for SELF to lead this national movement. Thus, SELF is rapidly growing and hiring—a position with SELF provides enormous career growth opportunities while doing work that matters.

Position Overview:

SELF is looking for a candidate with strong interest, knowledge, and/or experience in human resources management, organizational development, and employee relations. The Chief of Human Resources will be responsible for developing and implementing HR strategies and initiatives aligned with the overall business strategy, bridging management and employee relations and managing the recruitment and selection process. This role will focus on building a company culture that aligns with core mission driven principles and values of the organization. This position will strategically manage and develop SELF's human resources operations to ensure the organization attracts, retains, and motivates high-quality employees to create a sustainable and thriving organization.

Education, Experience, and Skills:

- Bachelor's degree in Business Administration, psychology, education, finance or a related field. Master's degree preferred.
- Proven working experience as an HR Executive.
- People-oriented and results-driven.
- Demonstrable experience with Human Resources metrics.
- Knowledge of HR systems including Payroll and benefits platforms.
- Ability to develop and implement strategy.
- Proven leadership skills
- Excellent active listening, communications, negotiation, and presentation skills.
- Competence to build and effectively manage interpersonal relationships at all levels of the company.
- In-depth knowledge of labor law and HR best practices.
- Experience in the non-profit sector is preferred.
- Professional HR certification (e.g., SHRM-CP, SHRM-SCP, PHR, SPHR) required.

Essential Duties and Responsibilities:

- Develop and implement HR strategies and initiatives aligned with the overall business strategy.
- Bridge management and employee relations by addressing performance, hiring, onboarding, terminations and legal matters related to HR.
- Manage the recruitment and selection process of new hires and exit process for terminations or resignation of employees.
- Support current and future business needs through the development, engagement, motivation, and preservation of human capital.
- Develop and monitor overall HR strategies, systems, tactics, and procedures across the organization.
- Nurture a positive working environment.
- Oversee and manage a performance appraisal system that drives high performance.
- Maintain a pay plan and benefits program.
- Assess training needs to apply and monitor training programs.
- Report to management and provide decision support through HR metrics.
- Ensure legal compliance throughout human resource management.
- Oversee and engage with a team of HR professionals.
- Assist with special projects as assigned.

Physical Demands and Vision and Hearing Requirements:

This is an office position; the candidate must have the ability to walk, stand, and sit for long periods of time, and must be able to lift and carry supplies weighing up to 20 pounds. The ability to communicate with internal and external clients via phone, email, video calls, and text is a daily expectation.

Top Benefits and Perks:

We provide comprehensive medical, dental, and vision benefits; a 403(b)-retirement plan with up to 5% match; performance-based bonuses; 12 paid holidays; a minimum of 21 days of paid leave; and paid leave to volunteer—something SELF is passionate about.

Apply:

If you are interested and ready to join a national leader that provides innovative financing and technical assistance to communities across the nation to achieve an inclusive and equitable clean energy economy that benefits all Americans, please submit a resume on our website at SELF Careers

(<https://solarenergyloanfund.org/careers/> or email Inquiries to humanresources@solarenergyloanfund.org are welcomed.

SELF is an Equal Opportunity Employer:

SELF has established and adopted an Equal Employment Opportunity policy (EEO), and the purpose of this EEO policy is to ensure that all employment decisions are made on a non-discriminatory basis, and not based on race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, citizenship, pregnancy or maternity, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

SELF is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, citizenship, pregnancy or maternity, sexual orientation, gender identity or gender expression.