



Title of Job Director of People Development

LOCATION: Atlanta

Posted: Nov '07

SUMMARY: The *Director of People Development* champions people, talent sourcing at all levels, career path systems, retention programs, behavioral / personality trait analysis; consults and effectively negotiates the benefits supporting associates with tools, training, and resources to drive people practices and internal guest satisfaction. Effectively develops the culture and framework for the Company where people are the most important asset (PEOPLE FIRST).

RESPONSIBILITIES:

- ❑ Researches and develops behavioral and personality profiles that identifies successful leaders within the organization.
- ❑ Develops the framework for internal employee culture and values that create total job satisfaction and higher retention rates.
- ❑ Designs recognition, reward, and incentive programs as part of a "People Toolkit."
- ❑ Develops behavioral-based interview guides and core competency profiles for all positions.
- ❑ Designs effective performance management systems (evaluations, geographic compensation profiles, and job descriptions).
- ❑ Oversight and development of all sourcing and selection tools and programs.
- ❑ Develop effective people systems for the growth of the franchise system.
- ❑ Develops key selection and recruiting strategies to improve talent-base and quality of new hires across the chain.
- ❑ Facilitates workshops to educate franchisees and managers on how to select, recruit, and retain top talent.
- ❑ Conducts needs and gap analysis on people systems to create solutions for long-term programs needed to attract quality franchisees and managers based on scientific personality traits and leadership qualities for each role at the Company.
- ❑ Tracks key people metrics and reports results and ROI / KPI to leadership of HHI.

- ❑ Recommends solutions and action plans to achieve goals and organizational people strategy.
- ❑ Assists with development and design of job aides, workbooks, learning activities, manuals, videos, and other resources as required or needed.
- ❑ Champions the philosophy, vision, and core mission of Huddle House where come first.

REQUIREMENTS: 4-5 years in a people development role. HR related... people career path development, recruiting, selection, metrics, culture/vision focused

EDUCATION: BA required

SALARY: \$85k plus bonus, car+++

Consultant: Bob Gershberg

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Dick Wray shall provide equal employment opportunity to all qualified candidates, and will refer candidates without regard to race, color, religion, national origin, sex, age, disability, veteran candidates without regard to race, color, religion, national origin, sex, age, disability, veteran status or any other legally protected basis. Dick Wray shall comply with all applicable laws, rules and regulations in the performance of duties pursuant to this Agreement, including but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and state and local anti-discrimination laws to the extent applicable.