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## **Human Capital Director - Cascadia Capital**

The HC Director serves as a strategic business advisor, leads talent management programs including consulting and advising business leaders and managers on talent management. Working closely with business leaders, the HC Director leads the implementation and design of recruiting, onboarding, culture, change management, training, performance assessment and feedback, employee development and compensation programs and processes. The HC Director oversees Human Resources operations, including HC systems, benefits administration, legal and HR compliance. Core focus areas include:

### **Talent Management Design, Implementation and Advisory**

- Drives the design and implementation of talent programs (e.g., talent development, performance evaluation and feedback, banker training, management development), by understanding business needs, benchmarking and leveraging best practices and technology. Synthesizes input, educates and influences buy-in and implementation of solutions.
- Leads talent attraction and onboarding strategies and programs, working closely with Cascadia bankers, administrative support, and internal recruiting.
- Assists and advises on implementation of strategies to reinforce culture, retention, management principles and talent planning. Presents ideas, business insight, and new approaches.

### **Talent Management Consulting**

- Acts as a subject matter expert and business partner to consult with managers and business leaders on coaching and developing people, optimizing team performance, best practices in the industry.
- Makes recommendations to business leaders, leveraging knowledge of best practices and company policies and procedures, as well as related laws and regulations.
- Contributes to, reinforces and helps develop philosophy, strategy, and standards for develop tools and/or assessments that guide managers and hiring managers to make effective talent-related decisions.

### **Compensation and Benefits**

- Leads and implements compensation processes for the firm, working closely with Cascadia's COO, CEO and Managing Directors
- Exchanges information and benchmarking with peer firms both within investment banking and other industries
- Evaluates and makes recommendations on compensation and benefits design, incorporating best practices from the industry and other relevant industries.
- Drives the implementation of compensation design and benefits changes.

### **Change Management**

- Supports and steers change adoption; assesses risks and benefits of change adoption, develops effective change-management strategies, and advises on internal communication approaches and framing.



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## HR Operations

- Oversee HR operations and administration, including benefits administration, company policies and procedures, laws and regulations.
- Oversees HR systems, (e.g. HRIS, recruiting, 401k)

Oversees employment risk and implements risk mitigation strategies as appropriate

## Role Model for the Culture and Values of the firm

- Personally embodies the culture and values of the firm, inspires others to do so
- Drives and embeds the culture and values into the business and human capital processes.

## Qualifications

- Embodies Cascadia's culture and values
- High level of business acumen and experience supporting growth firms
- Extensive experience in HR practices including Program/Project Management
- Extensive experience managing companywide or complex projects/programs, with an emphasis on change management
- People Management experience
- Growth and entrepreneurial minded with a client service focus
- Knowledge of compensation design and related practices

## Additional or Preferred Qualifications

- Master's Degree in Human Resources, Business, Organization Development, Psychology, or related field.

*Cascadia Capital is an Equal Employment Opportunity Employer*

If interested, please apply here: <https://cascadiacapital.applytojob.com/apply/12un0ycHIG/Human-Capital-Director>