



AMERICAN
PRINTING
HOUSE 



VP of HUMAN RESOURCES

LOUISVILLE, KY

 **GilmanPartners**

EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT

ABOUT THE COMPANY

Since 1858, The American Printing House for the Blind (APH) has operated in Louisville, Kentucky as the world's largest nonprofit organization creating accessible learning experiences through educational, workplace, and independent living products and services for people who are blind and low vision. APH's mission is to empower people who are blind or low vision by providing accessible and innovative products, materials, and services for lifelong success.

Living by the values of Respect, Innovate and Grow, APH continues to look for ways to provide new tools and resources to enhance accessibility for blind and low vision populations. They have significantly decreased their product development timeline, added new technology services including Good Maps, a for-profit AI-driven indoor navigation app, and they are currently building the world's most accessible museum housing historical objects and sharing stories and first-person accounts from people who are blind or low vision. The organization has significant opportunities ahead and they seek a strategic and growth-minded VP of HR to help support the growth of the organization.

THE OPPORTUNITY

- Do you thrive in strategic leadership roles where you can make a meaningful impact on an organization's culture and growth?
- Are you experienced in optimizing HR systems, streamlining processes, and leveraging technology to drive organizational effectiveness?
- Are you excited to lead and grow a diverse HR team while fostering employee engagement, recognition, and development programs?





WHAT YOU'LL BE DOING

- Work in partnership with the CEO/COO to establish the strategic direction of the agency to achieve goals and objectives utilizing established measures, metrics, and associated data.
- Evaluate and refine HR processes across recruitment, onboarding, performance management, compensation, benefits, employee relations, training, and compliance.
- Develop and implement streamlined HR systems and workflows to improve efficiency, reduce administrative burden, and enhance employee experience.
- Identify and leverage technology solutions that improve HR data management, reporting, and decision-making.
- Champion employee engagement programs that promote work-life balance, diversity, and continuous learning opportunities.
- Lead initiatives to ensure employee recognition, wellness, and development programs are integrated and sustainable.
- Manage employee relations within a unionized workforce including grievance resolution and ensure compliance with collective bargaining agreements (CBAs).
- Effectively work with legal counsel as needed on issues of interpretation of CBAs and other employee related legal matters.
- Conduct investigations, facilitate resolution meetings, and ensure consistent and fair treatment for all employees in accordance with union and company policies.
- Maintain up-to-date employee handbooks and policy documents, ensuring alignment with legal requirements and industry best practices.
- Design and implement leadership development programs that equip managers and supervisors with the skills necessary for leading teams successfully.
- Oversee the integration, implementation, and optimization of Human Resources technology solutions to streamline HR processes, utilizing HRIS to improve data accuracy and enhance overall efficiency.
- Overhaul a comprehensive performance management framework that drives employee development, aligns individual goals with organizational objectives, and fosters a high-performance culture.
- Work collaboratively with the Finance department on payroll-related matters.

REQUIREMENTS

- Bachelor's degree in human resources, business administration, or related field required, with a preference for an advanced degree.
- 10+ years of progressive HR experience, including at least 5 years in a senior leadership role.
- Proven experience with process improvement, specifically resetting and reengineering HR processes to drive organizational effectiveness and increase employee engagement.
- Strong knowledge of employment laws, labor regulations, and HR best practices.
- Familiarity with HR technology platforms, experience with Paycom and SAP a plus.
- Experience in union negotiations and managing employee relations within a unionized workforce is desired.
- Certification in Labor Relations, SHRM-SCP, or similar HR certifications a plus.
- Experience with manufacturing or industrial labor environments.

PERSONAL ATTRIBUTES

- Excellent conflict resolution, mediation, and negotiation skills.
- Proactive, strategic thinker with proven leadership, communications, and relationship-building skills.
- Strong written and verbal communication skills with ability to build strong relationships at all levels.
- Ability to foster a positive, inclusive workplace culture.
- Strong organizational skills.

THE PAYOFF

- Be a part of a cutting-edge organization focused on improving the lives of blind and low vision people.
- Further build and evolve an organization as it prepares for future growth and innovation domestically and globally.



LEARN MORE & APPLY

This position is based in Louisville, KY. While many employees experience a hybrid work schedule, the majority of the leadership team is in the office every day. Some flexibility at this level is expected, which includes one day a week work from home.

To apply please send your resume and a brief cover letter to: **Julie George** or **Jenny Caccimelio**. **APPLY ONLINE.**



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Gilman Partners is committed to strengthening leadership teams and elevating the talent in our communities – and that means all qualified applicants will receive consideration without regard to race, ability, religion, sex, age, sexual orientation, gender identity/expression, national origin, or any other legally protected characteristic. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to reach out.