



## Chief People Officer

### Who We Are

Olympus Group is a large format printing company and manufacturer of U.S. flags and mascot costumes. We support fortune 500 companies in the tradeshow, event, sports and entertainment space supporting some of the most recognizable brands – Disney, McDonalds, MGM, Geico and 100's of professional sports teams. We are a 130-year old family-owned business headquartered in Milwaukee with facilities in Orlando, Las Vegas, Denver and Grand Rapids. We are an employee-first organization that has grown by focusing on our corporate culture. Our mission is to provide our employees with a rewarding place to work. We stand behind our mission by sharing 20% of our profit with our employees, by promoting from within and fostering an open, collaborative culture. We seek individuals who embody our core values: Selflessness, Can Do Attitude, Result-Focused, and Integrity to join our team.

### Leadership Behaviors

- Enthusiastically cascade values, purpose, strategy and goals throughout the organization at all levels influencing exceptional performance, alignment, and accountability to achieve annual and long-term business results.
- Zealously implement strong, empathetic, best practice solutions for issues critical to internal talent including but not limited to development, total rewards, talent acquisition, training, change management and team building with the ability to maintain a diverse, inclusive and equitable culture. Support the team reaching its full potential.
- Excellent communication, listening and influencing skills to drive business results by engaging internal teams, clients, and business partners both individually and collectively across the entire organization. Focused time on open and honest communication among senior leaders for alignment. Responsively and regularly communicate, with a 'client focus' to design and implement problem-solving solutions for exceptional People and business results quickly, flexibly, and dependably.
- Model and demonstrate leadership through accessibility, continuous growth, , agile process improvement behaviors with innovative solutions and by removing barriers to help others resolve challenges and reach their professional goals.
- Thoughtful, reasoned decision-making and leadership with integrity to achieve business goals and lead change while delegating to encourage employee's professional growth via ideation.

### Capabilities

- Lead and develop effective, efficient human resources strategy, team, functions, policies, processes and technology to meet Olympus Group's needs in talent acquisition, compensation, benefits, employee development, succession planning, retention, training, human capital management technology, leadership development, change management, safety, business continuity, diversity/equity/inclusion/belonging and workforce planning.

- Stay current with human capital management industry best practices while also represent the company in the Talent Community with prospects, vendors, and other partners consistent with Olympus Group's vision, values, and organizational culture.
- Proactive manage risk and foster positive employee relations by establishing effective communication channels, addressing employee concerns to resolution internally and externally, developing employee recognition practices, establishing rewarding employee activity groups, and ensuring fair and consistent application of policies and procedures.
- Design and implement training and leadership development employee programs as well as performance management, succession to enable employees to perform roles and create career development opportunities for employees.
- Oversee the design and administration of fair and equitable employee total rewards ensuring competitiveness and compliance with legal requirements, collaborating with the Finance team.
- Create, update, and communicate HR policies, procedures, onboarding, employee handbooks, retention initiatives and off boarding in compliance with relevant laws and regulations to drive high employee satisfaction.
- Develop human resource analytics and reporting to benefit internal business leaders and employees providing key HR metrics, such as turnover rates, recruitment effectiveness, and employee engagement, establishing exemplary management practices for the Olympus Group team.
- Drive Olympus culture by focusing on Olympus' Core Purpose "To Create a Rewarding Workplace for our team. Where employees are (1) Proud of where they work (2) Compensated Fairly (3) Safe and Comfortable (4) Challenged and empowered to grow

### Qualifications Required:

- Bachelor's degree in human resources, Business Administration, or a related field. Master's degree or above preferred.
- Five (5) years proven experience as an HR leader, preferably in a director or above role, overseeing a wide variety of human resources responsibilities.
- Travel 10% - 25% to interact with locations and for business needs.
- Home location in office at one of our major facilities in Milwaukee, Las Vegas or Orlando.
- In-depth knowledge of HR best practices, employment laws, and regulations.
- Strong business acumen and ability to align HR strategies with organizational goals.
- Excellent leadership, presentation, analytical, facilitation, problem-solving, communication, and interpersonal skills, with the ability to build relationships at all levels of the organization.
- Demonstrated experience in talent acquisition, learning and development, total rewards, employee engagement and belonging, performance management, and managing multiple human resources functions.

### Valued Experiences:

- Previously experience re-imagining the human resource function consistent with industry best practices with particular attention to strategic goals, learning and compensation
- Experience in small to mid-sized manufacturing industry
- HR certification (e.g., SPHR, SHRM-SCP) is a plus.
- Experience in post-merger or acquisition human resources integration



**This role will be a member of our Executive Team  
and report to our President**

Olympus Group provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. This role is an employment-at-will role as defined in the State of Wisconsin. The company reserves the right to amend, modify, or terminate this role at any time.