



KNOX AREA RESCUE MINISTRIES

Restoring Lives in Jesus' Name

KARM (Knox Area Rescue Ministries) is an evangelical Christian ministry that has been serving meals, providing shelter, delivering job training, and offering encouragement and emotional support to homeless and needy people in the Knoxville, Tennessee area for almost 60 years. Our ultimate aim is to introduce people to the abundant life found through a personal relationship with God. KARM is able to provide these services thanks to the generosity of its donors, social enterprise efforts, and a dedicated team of caring staff and volunteers.

The CEO and senior leadership team are committed to the continuation of a culture that makes KARM a great place to serve – a place where employees and volunteers feel connected, valued and supported. To perpetuate this culture, KARM is currently seeking candidates for the position of **Vice President for People and Culture** to champion and lead its efforts in making KARM the best place for its clients to receive services and the best place to work for those who do the serving.

The primary responsibilities of the Vice President will be to serve as a trusted advisor to the CEO and the senior executive team in proposing and implementing strategies that foster a vibrant and flourishing ministry culture and for the strategy and delivery of all areas of human resources including recruiting and onboarding, HR systems and processes; compensation, rewards and recognition, employee benefits and wellness, training, workforce planning and legal compliance.

Requirements include ...

- Commitment to the Christian faith. Commitment to KARM's mission. Agreement with KARM's Statement of Faith and Guiding Values (www.karm.org). Models Christian conduct and professional behavior to all constituents.
- Bachelor's degree in Human Resources Management, Business Management or related field. PHR/SPHR certification is required with a minimum of 8 – 10 years of overall human resource experience.
- Experience designing organizational training and development programs; recruiting candidates who are a great match for the job, the team and the culture; oversight of employee compensation and benefits programs; oversight of performance management systems and processes; development of human resources policies and procedures; creating employee handbooks; budget development and management.
- Experience supervising employees and overseeing the work of volunteers.
- Visionary, strategic, resourceful, shows initiative, proactive, independent judgment, mature and solid problem - solving skills.
- Energetic, vibrant, upbeat; welcoming/engaging personality, connects well with others, relational, a good listener, exhibits an attitude of service to others, emotional intelligence, builds cohesion and can work in a diverse work environment with cross-functional teams.
- Skilled, professional communicator verbally and in writing.
- Experience using Microsoft Office Suite and HRIS.
- Working knowledge of federal and Tennessee HR rules and regulations.
- Candidates should live within a reasonable driving distance of Knoxville.
- The ability to occasionally travel and attend weeknight and weekend events.

For more information about KARM visit their website (www.karm.org). If you are qualified and interested in this unique opportunity to drive KARM's people- caring culture, please submit your **cover letter** and **resume** to Betsy McCall (betsy@reisagroup.com) with a copy to Christi Panter (christi@reisagroup.com). The Reisa Group, Inc. (www.reisagroup.com) is a search firm retained by KARM.