



Associate Chief Human Resources Officer, Talent Management



**COOK COUNTY
HEALTH**

Cook County Health, in partnership with Carrington & Carrington, Ltd. Diversity Executive Search, aims to deliver talent and diversity to its workforce.

Prospectus 2023



333 North Canal Street, Suite 3305
Chicago, IL 60606-1541

312-606-0015
www.carringtonandcarrington.com



Introduction

Cook County Health has served the people of Cook County for over 180 years. Cook County Health serves more than 500,000 patients annually through John H. Stroger, Jr. Hospital of Cook County, Provident Hospital of Cook County, 12 community clinics, the Cermak Medical Services at the County Jail, and the Cook County Department of Public Health.

Stroger Hospital has annual gross revenues of approximately \$1.5 billion. The FY23 budget is \$841 million.

Cook County Health is investing in their network and modernizing services for patients. They are leading the medical field in cutting-edge technology, increased capacity, and innovative research. Their priority has always been the health and well-being of patients they serve. They aim to elevate the health of Cook County, secure the future of the health system, and build a place where everyone will want to receive care regardless of a patient's ability to pay.

Stroger Hospital

The original Cook County Hospital opened in 1857 as a teaching hospital and founded the country's first medical internship in 1866. In the proud tradition of its predecessor, John H. Stroger, Jr. Hospital of Cook County remains at the forefront of new therapies and innovations in health care while never neglecting those in need. Built in 2002, Stroger Hospital continues to maintain a strong commitment to the health care needs of Cook County's underserved population, while also offering a full range of specialized medical services for all segments of the community. Stroger Hospital has 450 beds anchored by 240 medical/surgical beds with dedicated units for obstetrics and pediatrics together on the same floor to allow closer care interaction for mothers and newborns, 86 intensive care beds, and 58 NICU beds.

Stroger Hospital features one of the most respected Level 1 Trauma Centers in the nation. Stroger Hospital is also recognized by U.S. News and World Report as a leading hospital for heart failure care for the second year in a row.

The Trauma, Burn, and Rehabilitation Unit at Stroger Hospital is one of the largest trauma and burn surgery departments in the nation; more than 400 patients were admitted last year with thermal, chemical, and electrical burns, soft tissue wounds, and complex diseases. The trauma area includes 15 trauma resuscitation bays, 12 trauma intensive care beds, and a 10-bed trauma observation area; the burn unit has a six-bed intensive care unit and up to 12 convalescent beds.

Stroger Hospital is widely recognized as a leading teaching center and has an academic affiliation with Rush University Medical Center, as well as joint training programs and agreements with the University of Illinois, Loyola University, Northwestern University, Children's Memorial Hospital, and other institutions.



About the Role

POSITION DESCRIPTION

POSITION TITLE: Associate Chief Human Resources Officer, Talent Management

REPORTS TO: Chief Human Resources Officer

STAFF: 28

ORGANIZATION: Cook County Health

LOCATION: Chicago, IL

SUMMARY: The Associate Chief Human Resources Officer, Talent Management (ACHRO, TM) leads the Human Resources (HR) Talent Management team providing leadership and direction to support and advance the mission and goals of Cook County Health (CCH). The ACHRO, TM is responsible for strategic planning and the delivery of effective HR strategies overseeing talent acquisition, compensation, and operations for CCH. Develops improvement programs and initiatives, ensures compliance with state and federal laws and regulations, the CCH Employment Plan and the Joint Commission. Provides ongoing support and mentorship to HR leaders to prioritize efforts to encourage and empower staff. Collaborates with and supports leaders throughout CCH to cultivate a productive partnership with HR and to provide guidance on how to optimize staffing and encourage productive employee relations.

RESPONSIBILITIES:

Collective Bargaining

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

Discipline

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize, and complete disciplinary action pursuant to CCH system rules, policies, procedures, and provision of applicable collective bargaining agreements

Supervision

- Direct and effectuate CCH management policies and practices



- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements

Management

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policy and procedure
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

Talent Acquisition

- Drives robust and effective talent acquisition strategies across CCH including the development of hiring plans and talent attraction methods in partnership with leadership, hiring managers and internal talent team
- Spearheads end-to-end recruitment lifecycle including, multi-channel sourcing, screening, and reporting
- Optimizes hiring practices and guide leaders and hiring managers to attract, select, onboard, and retain highly skilled, diverse candidates
- Leverages internal tools and applicant tracking system to engage, track, share and report on recruiting efficiency and efficacy
- Creates talent analytics to track and trend hiring, retention and vacancy rates across CCH
- Devises talent outreach programs including internship programs, university/college visits, multicultural and industry career fairs

Compensation

- Creates, leads, and executes strategic broad-based incentive programs to meet the business objectives and enhance CCH's competitive advantage through the attraction and retention of top talent
- Provides partnership, education, and direction to the HR Business Partners on all compensation matters for the business areas you will support
- Creates streamlined and efficient compensation processes to ensure clear responsibilities between stakeholders and meeting compliance standards
- Utilizes competitive market data to proactively address compensation challenges that impact CCH
- Creates a short-term and long-term vision and execution strategy for CCH to become the employer of choice in the talent marketplace



HR Operations

- Manages process, approvals, and reporting for all hires (full-time and contractors)
- In close collaboration with leadership and HR functional leads, regularly identify gaps where talent processes should be improved, updated, or formalized and ensure workforce has necessary tools and training to adopt new processes
- Identifies systemic issues, single points of failure, areas of needless operational complexity, legacy bottlenecks, or institutionalized inefficiencies and drive strategy to address and streamline internal operations
- Ensures systems are in place to manage onboarding and offboarding for full-time hires and contractors

QUALIFICATIONS:

- Master's degree in Human Resources, Industrial Relations, Business Administration, or related field from an accredited college or university
- Professional in Human Resources (PHR) certification
- Certified Compensation Professional (CCP) certification
- Five (5) years of Human Resources experience in talent management with at least two (2) years of full scope compensation experience that includes data analytics
- Two (2) years of leadership experience
- Experience in project management with resource, workflow, and/or project management systems and tracking tools
- Strong knowledge and proven leadership in talent acquisition roles
- Understanding of and enthusiasm for working in fast-paced, project-driven, and client-facing production/creative-focused environment
- Strong knowledge of Microsoft Office
- Strong communication skills and ability to collaborate cross-functionally
- Excellent organizational skills
- Strong problem-solving, critical thinking, and conflict management skills
- Demonstrated ability to partner effectively with broad range of senior leadership roles/styles and creative talent
- Ability to advocate for the company brand across numerous markets and professional communities while maintaining excellent relations with hiring managers, candidates, and the studio community
- Agile and flexible - able to prioritize, tackle diverse issues, juggle multiple high priorities in a fast-paced environment
- High interest in being part of and helping grow an entrepreneurial, creatively driven production capability
- High tolerance for timeline pressure, working under tight deadlines
- Financial acumen, ability to align workforce planning with financial targets

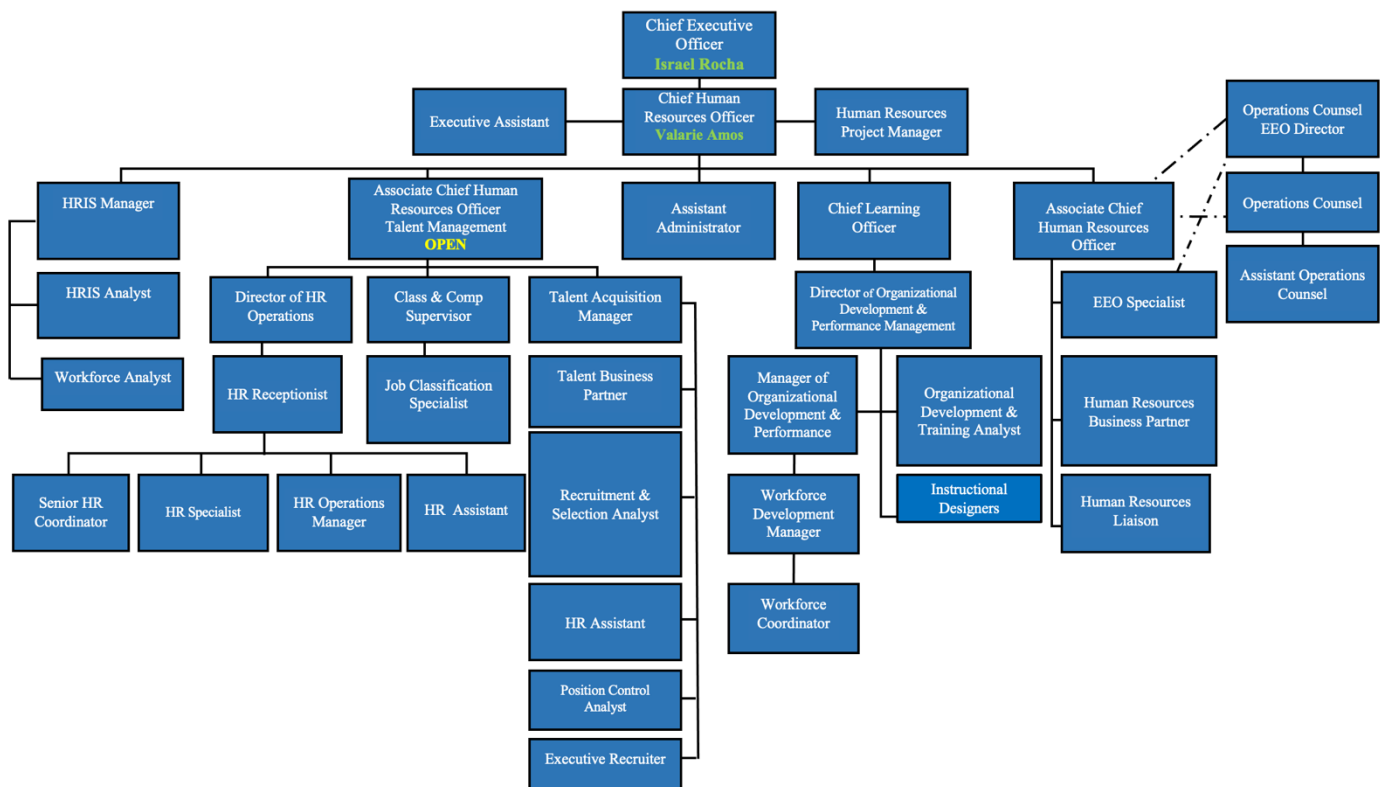


SALARY RANGE: \$178,000 - \$200,000

CONTACT:

Qualified candidates expressing interest in the opportunity, please submit a resume/CV and cover letter with Associate Chief Human Resources Officer in the subject line to achro@carringtonandcarrington.com

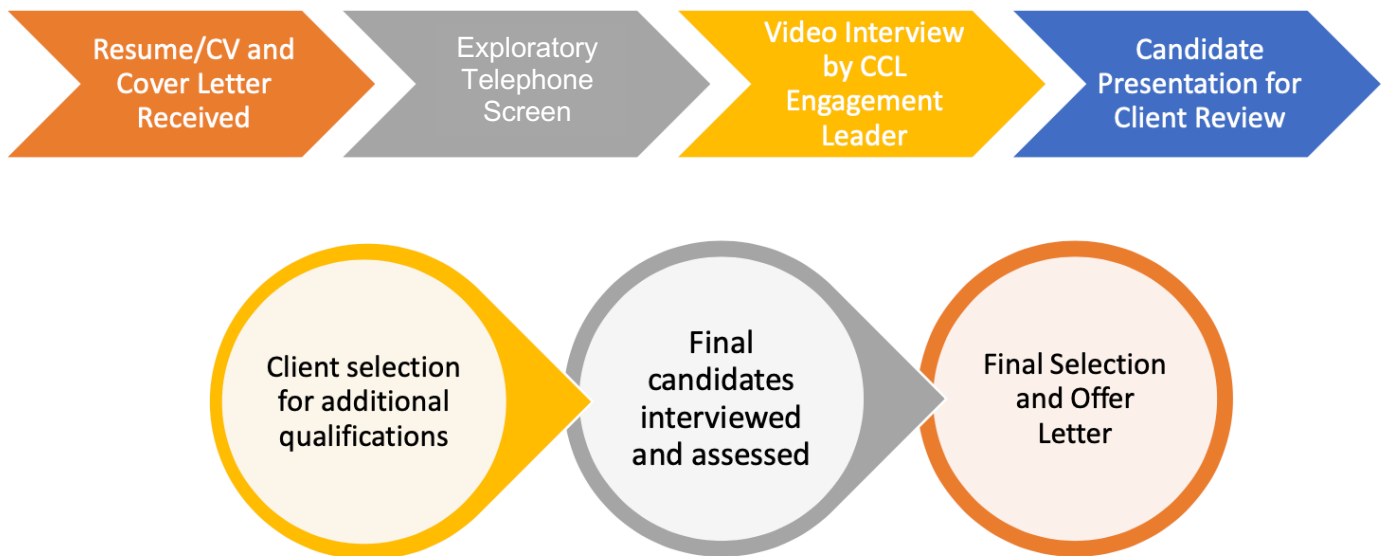
Organizational Chart





The Candidate Process

Cook County Health has retained Carrington & Carrington, Ltd. (CCL) to process, review, and evaluate all candidates for this role. The following chart indicates the candidate selection process.



- **Candidate Assessment Questionnaire** may be required prior to Client submittal. The assessment questionnaires consist of 5-10 questions. This is also an excellent way clarify your candidacy specific to the role as well as supplement our assessment to determine the right fit for this role.
- **Employment and Education verifications** are completed prior to Client submittal. Carrington & Carrington, Ltd uses a third-party service to conduct the verification service. All information provided is secured for privacy.
- **Reference Checks** are completed only if an offer letter is given.

Equal Employment Opportunity

Cook County Health provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to sex, sex stereotyping, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding), race, color, religion, ancestry or national origin, age, disability status, medical condition, marital status, sexual orientation, gender, gender identity, gender expression, transgender status, protected military or veteran status, citizenship status, genetic information, 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.



Cook County Health Recognitions and Accreditations

Cook County Health is recognized for providing a safe and high-quality system of care. Here are some of their recognitions and accreditations:

- Ambulatory Care Certification, The Joint Commission
- Primary Care Medical Home Certification, The Joint Commission
- Hospital Accreditation, The Joint Commission
- Hospital Accreditation, The Joint Commission
- Advanced Certification for Primary Stroke Centers, The Joint Commission and The American Heart Association/American Stroke Association
- Academic Comprehensive Cancer Care Program Accreditation, American College of Surgeons, Commission on Cancer; American College of Surgeons
- National Burn Center Verification, American Burn Association
- Level III NICU and Administrative Perinatal Hospital designation, Illinois Department of Public Health
- Level 1 Adult and Pediatric Trauma Center, Illinois Department of Public Health
- Dialysis Unit Certification, Illinois Department of Public Health
- U.S. News and World Report, High Performing Hospital for COPD
- U.S News and World Report, High Performing Hospital for heart attack care
- U.S News and World Report, High Performing Hospital for heart failure care
- U.S News and World Report, High Performing Hospital for pneumonia care
- American Heart Association, 2020 Mission: Lifeline® STEMI Receiving Center Gold Recognition Award
- American Heart Association, 2020 Get with The Guidelines® Heart Failure Silver Award with Target Type 2 Diabetes Honor Roll
- Hospital Accreditation, The Joint Commission
- Advanced Certification for Primary Stroke Centers, The Joint Commission and The American Heart Association/American Stroke Association
- Academic Comprehensive Cancer Care Program Accreditation, American College of Surgeons, Commission on Cancer; American College of Surgeons
- National Burn Center Verification, American Burn Association
- Level III NICU and Administrative Perinatal Hospital designation, Illinois Department of Public Health
- Level 1 Adult and Pediatric Trauma Center,
- Illinois Department of Public Health
- Dialysis Unit Certification,
- Illinois Department of Public Health
- U.S. News and World Report,
- High Performing Hospital for COPD
- U.S News and World Report,
- High Performing Hospital for heart attack care
- U.S News and World Report,
- High Performing Hospital for heart attack care
- American Heart Association, 2020 Mission: Lifeline® STEMI Receiving Center Gold Recognition Award
- American Heart Association, 2020 Get with The Guidelines® Heart Failure Silver Award with Target Type 2 Diabetes Honor Roll
- Accredited Health Department, Public Health Accreditation Board