At Saint Alphonsus Health System, we are looking for people who are living out their calling. We want you to be passionate about coming to work, and challenged to achieve your potential. Living by these virtues, we pride ourselves on exceptional service and the highest quality of care.

Ask about Relocation Assistance!

Human Resources Director
Saint Alphonsus Medical Center – Nampa, Idaho
Full Time, Days

Job Summary:
- As a strategic partner, the Human Resources Director aligns business objectives with employees and management in designated business units.
- Serves as a consultant to management on Human Resource related issues.
- Acts as employee champion and change agent.
- Assesses and anticipates HR-related needs.
- Communicating needs proactively with our HR department and business management, the SHRBP seeks to develop integrated solutions.
- Formulates partnerships across the HR function to deliver value added service to management and employees that reflect the business objectives of the organization.
- Maintains an effective level of business literacy about the business units financial position, its mid-range plans, its culture and its competition.

Benefits:
Saint Alphonsus Health System is pleased to offer a variety of comprehensive benefits for you and your family:
- Medical, Dental, Vision & Life Insurance
- Short and Long-Term Disability
- Retirement Savings Program – 403b/401k
- Paid time off + Holidays
- Tuition reimbursement
- Education Assistance Programs
- On-site child care center
- Adoption Assistance
- Employee Discounts
- Wellness Programs
- Community Involvement

Requirements:
1. Bachelor's Degree in Human Resources or related field required. Master's degree in Human Resources or MBA preferred.
2. Minimum of 7 years of the resolution of complex employee relation issues. Professional in Human Resources (PHR) or Senior.
3. Professional in Human Resources (SPHR) certification desirable.
4. Working knowledge of multiple human resource disciplines including compensation practices, organizational diagnosis, employee and union relations, diversity, performance management, federal and state respective employment laws.
5. Excellent consulting and coaching skills; strong management skills and business literacy skills.
6. Strong conflict management skills; strong interpersonal and negotiation skills.
7. Excellent written and verbal skills.
8. Strong ability to develop strong trusting relationships in order to gain support and achieve results.
9. Effectively envision, develop, and implement new strategies to address competitive, complex business issues. Effectively manage conflicting priorities in a high volume work environment.
10. Demonstrated ability to efficiently organize work and maintain a high level of accuracy.
11. Advanced computer skills with an emphasis on MS Office applications. Knowledge of PeopleSoft very useful.
12. Able to be flexible and available to interact with employees at all levels.

Why Saint Alphonsus?

Saint Alphonsus is a four-hospital regional, Catholic, integrated health system that serves the communities in Oregon and Idaho. Saint Alphonsus Regional Health System is dedicated to delivering advanced medical services in a spiritual and healing environment close to home. For more than 120 years, Saint Alphonsus has been helping the Boise community thrive and is a trusted partner for life. Saint Alphonsus has been consistently ranked nationally in Cardiac, Orthopedics, Neurosciences, and Critical Care.

Idaho's capital city of Boise is the 3rd largest city in the Pacific Northwest. The Boise Valley is an outdoor enthusiast's paradise and a flourishing scene for arts, entertainment and collegiate and professional sports. Boise also offers a reasonable cost of living, low crime rate, excellent cultural programs, neighborhood parks, nearby national forests and rivers. Several high-profile publications rank the Boise metro area as one of the best places in the country to do business and live.

- Forbes recently ranked the Boise metro area 2nd for raising a family; particularly noting its low crime and high school quality, not to mention the chance to mix urban and outdoor lifestyles.
- CNN/Money ranks the Boise metro area 3rd best place to retire and also named Idaho as the friendliest state for small businesses.
- Outside Magazine recently said, "The winner for best overall town in the western U.S. is Boise, Idaho."

Apply online: https://www.saintalphonsus.org/careers
Questions? Email: Deseria.Johnson@SaintAlphonsus.org