



Society for Human Resource Management (SHRM)

Confidential Position Specification

Board Director (CHRO Expertise)

CONFIDENTIAL POSITION SPECIFICATION

Position	Board Director
Organization	SHRM
Headquarters	Alexandria, VA (Washington DC Metro Area)
Website	www.shrm.org

ORGANIZATION BACKGROUND/CULTURE

SHRM is a member-driven catalyst for creating better workplaces where people and businesses thrive together. As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today's evolving workplaces. With nearly 340,000 members in 180 countries, SHRM touches the lives of more than 362 million workers and their families globally.

As the world's largest HR professional association, SHRM provides individuals and enterprises globally with performance support and professional development resources, along with solutions to organization talent challenges. SHRM headquarters is in Alexandria, VA with other domestic offices in Sacramento, CA, San Mateo, CA, and Washington, DC. The organization has international operations in offices in India and Dubai and extends services through a global network of partners who coordinate with SHRM to offer and support our products and services in their markets.

SHRM is an active member of the North American Human Resource Management Association and the current secretariat for the World Federation of People Management Associations.

The SHRM Board of Directors also has oversight of the SHRM Foundation a 501 (c)(3) which mobilizes the power of HR for positive social change in the workplace. Its robust resources, meaningful partnerships, and evidence-based programming educate and empower HR professionals to hire diverse talent, build inclusive workplaces, prioritize workplace mental health and wellness, develop, and support the next generation of HR professionals, and help employees find purpose at work and beyond.

THE OPPORTUNITY

Board members can engage with management on issues as diverse as how to successfully grow the organization on a global basis, how to build the profession's credibility and position HR as a strategic partner, how to keep a diverse membership informed on trends and legislation that impact HR, and how to deliver certification and training and development globally to a diverse and dispersed membership. The Board is engaged with the membership of SHRM and has a close partnership with the professional management team.

Board Meetings and Standing Committees:

SHRM's Board meets four times per year in various locations. The second and fourth quarter meetings are always in conjunction with SHRM's Annual Conference & Exposition in June, and SHRM's Volunteer Leaders Business Meeting in November.

The Board has Audit, Executive, Governance, and Compensation/Organization standing committees. First-quarter and third-quarter committee meetings are held in person the day before the Board meeting. Second-quarter and fourth-quarter committee meetings are virtual. The new director will be assigned to at least one committee based on the candidate's expertise and committee openings.

2024 BOARD COMPOSITION

SHRM's 2024 Board is comprised of the following individuals:

THOMPSON, BETTY, SHRM-SCP, Chair

Chief People Officer
Booz Allen Hamilton
McLean, VA

ANDERSON, MELISSA., SHRM-CP, Immediate Past Chair

Senior Vice President, Human Resources
Albemarle Corporation
Charlotte, NC

ADJYA, NILANJAN (NEEL)

Chief Digital Officer
BlackRock
New York, NY

CLARK, JAMES (JIM)

President and CEO
Boys & Girls Clubs of America
Atlanta, GA 30309

D'AMBROSE, MICHAEL (MIKE), SHRM-SCP

Executive Vice President, Human Resources
Boeing
Chicago, IL

HARVEY, PAULA, SHRM-SCP

Vice President of Human Resources and Safety
Schulte Building Systems
Hockley, TX

PHELAN, WILLIAM (BILL)

Senior Associate Executive Director & CFO
American Bar Association
Chicago, IL

SNELL, SCOTT, PH.D.

Frank Sands, Sr. Chair in Business Administration
Darden Graduate School of Business
University of Virginia
Charlottesville, VA

SUAREZ GONZALEZ, SUSANA, PH.D., SHRM-CP

Executive Vice President, CHRO
Amcors
Deerfield, Il 60015

VARGAS, VALERIE

SVP, Advertising & Retail Marketing
AT&T
Dallas, TX

WOODROFFE, SEAN

Executive Vice President, Chief People, Culture and
Communications Officer
Lincoln Financial Group
Radnor, PA

WOULFE, MANDY, SHRM-SCP

Vice President of Human Resources
Adelante Development Center, Inc.
Albuquerque, NM

JOHNNY C. TAYLOR, JR., JD, SHRM-SCP

President and CEO
SHRM
Alexandria, VA

KEY SELECTION CRITERIA

Ideal Experience:

SHRM seeks an independent director with depth in human resources with experience in strategic planning and governance. Ideally, the successful candidate will have board experience either as an executive employee of the organization or as a Board Member engaged in successful human resources development and strategies.

Directors are expected to understand, support, and fulfill the responsibilities set forth below and in the description of the Role of the Board of Directors and the expectations in the organization's Governance Principles.

Qualifications:

- Have an active interest in the human resource profession, a willingness to assist in setting and achieving the organization's goals, and the ability to devote the time necessary to attend and participate in Board and Committee meetings.
- Have a history of professional achievement and success within an organization or within SHRM, which would enable the Director to provide context and perspective to SHRM's Board. If not a member of SHRM before election to the Board, all Directors are expected to become members upon joining the Board. Individuals engaged in human resource management must hold a SHRM-CP or SHRM-SCP certification at the time of election or before the first board meeting after their election. Be willing to apply one's experience to the Board's decision-making process.
- Have a professional reputation that enhances SHRM's reputation and strengthens the role of the Board in supporting the vision, purpose, and values of the organization.
- Have sufficient knowledge of managing a complex organization in a rapidly changing environment to provide substantive advice.
- The candidate will be an HR leader from a large organization (more than \$250M in revenue) in an industry not currently represented on the Board including, but not limited to entertainment, retail, media, technology, public policy, branding, and/or social media.
- The ideal candidate will have in-depth experience in human resources, representing a progressive mindset, thought leadership, and practice.
- The candidate will be adept at corporate culture, employee experience/engagement, inclusion and diversity initiatives, and values-driven business.
- This Director works with the Board Chair, the President and CEO, and other board members to provide leadership for SHRM.

Other Expectations:

- Serve on at least one Board committee. Attend scheduled committee meetings and participate actively, providing advice and feedback.
- Provide candid and constructive feedback, advice, and comments on the services and products to SHRM's leadership team and on other aspects of SHRM consistent with the role of the Board.
- Be an active and vocal supporter, communicating the SHRM story in their communities and organizations, while promoting the human resource profession.

If you have a strong candidate for consideration, please send the information directly to our recruiter by April 15, 2024 :

John Downer
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