

Director of Human Resources

Intercounty Electric Cooperative Association (IECA), headquartered in Licking, MO is seeking qualified candidates for the position of Director of Human Resources. The DHR will plan, direct, and coordinate all human resource activities, including employee recruiting, hiring and retention, development of staff, wage & salary, benefits, investigations, personnel policies and regulatory compliance.

Candidates must have excellent interpersonal skills. This requires effective verbal and written communication, as well as the ability to give presentations before employee groups and a Board of Directors. Possess strong analytical skills, be a good listener, a strong leader, be flexible, and effectively manage projects. Proficiency with Microsoft Office and Excel is required. Qualified candidates should have a Bachelor's degree in human resources or equivalent HR experience. Minimum of 5+ years Human Resource experience (includes compliance with employment law, EEO requirements, and handling employee related procedures and guidelines). Must possess or obtain a valid Class E Missouri driver's license, and have safe driving record. Will be responsible, as needed, for mentoring others and providing direction and training for personnel of various skill levels. It is essential that the successful candidate be able to work with a wide variety of employees, and public organizations.

IECA has more than 115 full-time employees providing service to approximately 30,000 electric accounts across ten counties in beautiful, outdoor activity rich, south central Missouri. IECA is a \$150 million company with \$55 million in annual revenue. IECA is one of the largest cooperatives in the state. www.ieca.coop.

IECA offers an excellent benefits package and a compensation structure commensurate with qualifications and representative of the market. Applications are available from Susan Parish, Executive Assistant, Intercounty Electric Cooperative, 102 Maple Avenue, Licking, Missouri 65542. Phone requests can be made at 1-866-621-3679 or e-mail at susan.parish@ieca.coop during normal business hours. Applicants should provide at least three professional references, and include minimum pay expectations on formal application. No applications will be accepted after 5:00 p.m. Monday, July 16, 2018. **IECA is an EEO/AAP employer Drug-free environment.**