**Description**

**THE JOB / Sr. HR Director**

Interested in becoming part of the dynamic and spirited world of entertainment? **Rogers & Cowan**, an entertainment industry leader (and part of the Octagon Sports & Entertainment Network of agencies) is hiring for its Human Resources team.

We are looking for a Sr. HR Director that wants to join a group of talented professionals, committed to providing programs that align with our core mission, values and business objectives.  You will play an integral role collaborating with our visionary CEO in a strategic and tactical capacity.

In this position, you will be responsible for HR programs including, but not limited to, performance management, compensation and benefits, employee relations, strategic staffing, management of an HR / Operations team and collaboration on other ad hoc HR initiatives and projects.

As our Sr. HR Director, you will manage and lead these responsibilities across the Rogers & Cowan / FRUKT US agencies.

**THE WORK YOU’LL DO**

* Partner with CEO and senior leadership to design, plan and implement creative, best-in-class HR strategy, initiatives and solutions
* Benefit administration and management of our Health and Wellness Initiatives to include: orientation and enrollment, leaves of absence, employee health claim resolutions, communication of benefit information to our employees and primary ownership of our wellness program.
* Oversight and responsibility for accurate payroll related actions (hires, terms, increases, promotion, department transfers, leaves, etc.).
* Maintain a compensation strategy that ensures a competitive reward structure and internal and external market equity
* Manage all employee relations
* Lead and continuously evolve our Performance Management Program and Process
* Manage the new hire onboarding and orientation program.
* Collaborate and partner with peer HR leadership team across the Octagon Sports & Entertainment Network of agencies
* Build credible, trusted relationships with senior leadership and managers to understand their business needs, challenges and business objectives
* Manage and provide leadership to four direct reports at various professional levels.
* Act as a strong role model, providing mentorship and support for growth, ensuring clear goals and objectives are established and achieved.

**THE BIGGER TEAM YOU’LL JOIN**

**We Maximize the Moment, We Get the Ink, We Drive Strategy.**

Rogers & Cowan represents both talent and brands and specializes in helping its clients become relevant in the cultural conversation, and connecting them to their audiences for greater levels of engagement.

Our specialty is maximizing the moment and getting ink for our clients in the owned, earned, and shared media space. And, our expertise is evident in the work we do. We deliver billions of impressions year round, and brand activations with measurable impact.

We harness the power of influencers, talent, content, media, brands, and technology to proactively develop the narratives that shape pop culture. We’re not just on top of what’s trending, authentic and hot right now—we create it.

What will you create?

Rogers & Cowan/FRUKT is proud to be an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.

**Qualifications**

**WHO WE ARE LOOKING FOR**

* You have a passion for and expertise in, entertainment, music  & lifestyle culture
* Bachelor’s degree
* 10+ years of experience preferably within either the entertainment, consumer or event marketing industries
* 6+ years’ in a management/leadership role
* Proven track record of quickly being able to build relationships and establish trust with senior leaders and managers
* Required qualities include: demonstrated leadership skills, ability to be fluid and adaptable to our company’s changing priorities and needs, the desire and ability to quickly establish relationships within the organization, attention to detail, highly organized, and the ability to work collaboratively as a team member.
* Expert knowledge of employment labor law and experience handling situations concerning areas such as ADA, FMLA, and EEO is a requirement to be considered for this role
* Proven success in managing payroll actions and benefit programs, including FMLA and other leave programs, and troubleshooting as such
* Strong written and oral communication skills
* Varied experience in developing strategies for HR initiatives
* Proficiency using Peoplesoft, Taleo, MS Office (Word, Excel, Outlook, PowerPoint)
* A team player and willingness to pitch in when needed on various initiatives and projects