



Job Profile for our Director of HR

- Do you want to have a real impact on an organization?
- Do you want to leverage your experience to create, implement and maintain best-in-class HR practices?
- Do you want a generalist role that has primary responsibility for all HR functions?
- Can you manage day-to-day HR operations and be a strategic thought leader for our business?
- Would you thrive on sponsoring and supporting change?

Who We Are

Displayit is a leading manufacturer of trade show displays and business signage. We are a bit of a unicorn in that our business has been around for 25 years, and yet in many ways we are like a startup. We have a strong reputation in the industry with a time-tested core business. We also have big plans on the horizon as we look to build on our existing business and expand into new markets. We are ambitious. We are optimistic. We are solution oriented. We are open and honest. We foster communication and transparency to build respect, understanding, and alignment. We believe our people are the most important part of our business – which is why this role is so important!



Who You Are

- Your superpower is emotional intelligence
- You are an HR expert – you've rotated through the different HR areas in a big company, or you've served as an HR generalist in a mid-market business
- You have experience, knowledge, and best practices
- You are excited about building a better HR capability that will have your fingerprints all over it
- Likes working in an entrepreneurial environment
- Enjoys strategy, implementation, execution, and ongoing operations
- Can build trusted relationships; strong listener; seeks to understand
- Genuinely wants to help people maximize their talents
- Desire to work collaboratively with a results driven approach
- Champion for DE&I
- Positive mindset; Practices gratitude
- Relentlessly curious; Can bring insights and ideas from outside our organization
- Always trying to get just a little bit better; Practices self-improvement
- Has the leadership courage to challenge conventional thinking, express a dissenting point of view, or willing to have a difficult conversation
- Can disagree and commit
- Great professional integrity
- Takes personal pride in work
- Able to navigate through grey areas
- Has a sense of humor

Summary of Responsibilities

- Understands our business, strategy, values and culture
- Leads all aspects of HR for our business
- Recruiting: Develops and implements best-in-class processes for establishing talent needs, authoring job descriptions, benchmarking compensation, attracting high potential candidates, evaluating candidates, making offers, and successfully onboarding new employees
- Learning & Development: Maximizes the potential of our people including professional development, training, coaching, and career pathing
- Performance Management: Organizes quarterly and annual employee performance reviews; helps foster a culture of ongoing coaching and feedback
- Compensation and Benefits: Along with the leadership team, evolves our compensation strategy to incorporate more benchmarking, merit and metric driven incentives, and focus on total rewards; runs the bidding and selection process for benefit plans; oversees the 401K plan
- Culture: Serves as a champion for our values; Helps develop our norms and expectations; Brings people together, makes everyone feel connected / seen / valued / appreciated through events, team building activities, celebrations, and recognition programs

- Policies & Procedures: Review our existing human resource policies; add/amend as needed; Promotes HR programs to create an efficient and conflict-free workplace; Ensures compliance with labor regulations
- Analytics & Systems: Uses data, reporting, and measurements to track organizational goals; Leverages existing systems to administer HR operations

Additional Information

- This is a new role for the organization
- The Director of HR will be an individual contributor drawing on resources from across the organization to support HR initiatives and operations
- The individual will report directly to the CEO and will be a member of our senior leadership team
- The position is based in our office in Buford, GA and, at least for the near-term, requires a full-time on-site presence.

Come join our team!

