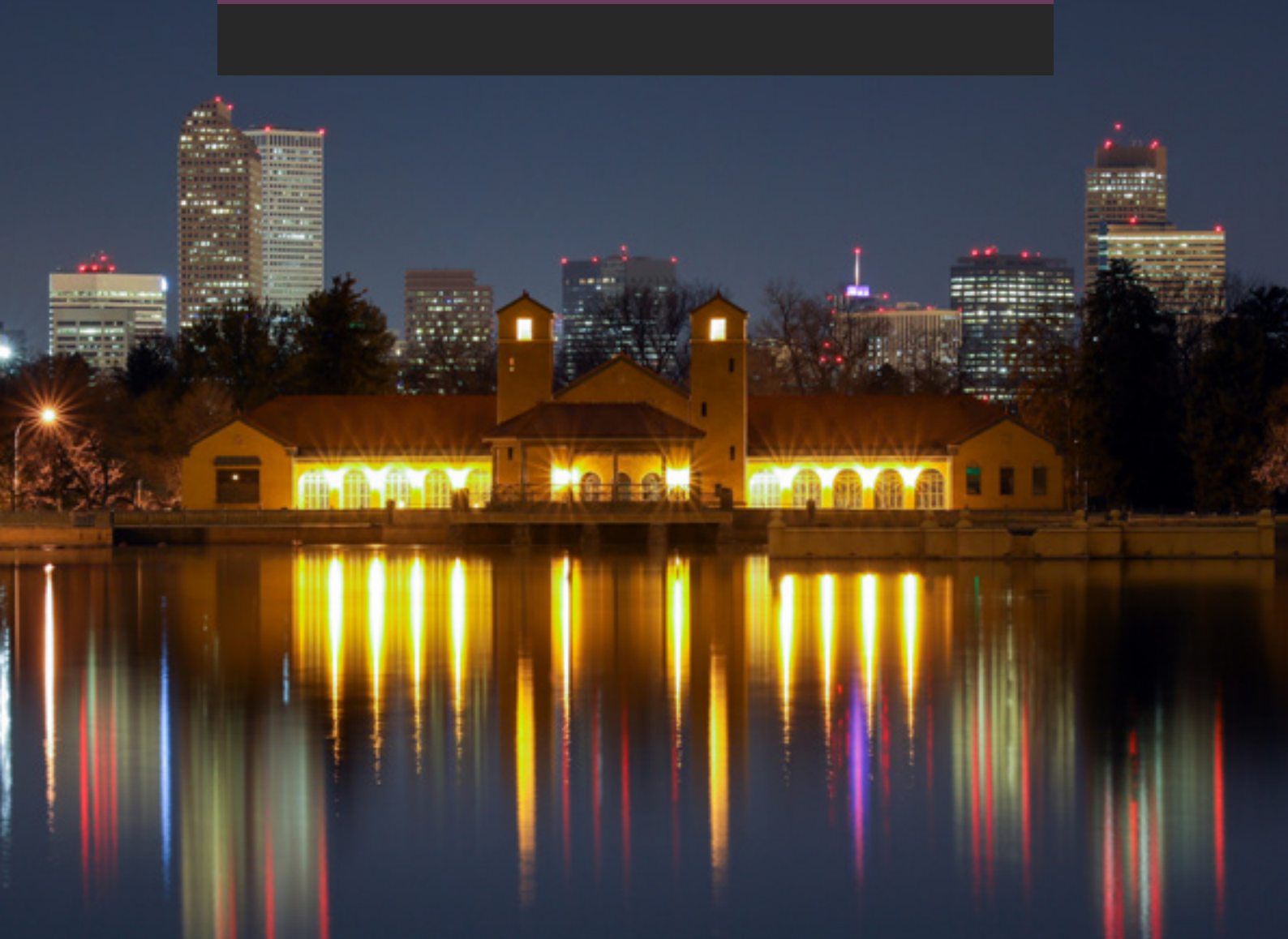




COLORADO
Department of Revenue

DIRECTOR OF HUMAN RESOURCES

Annual Salary Range: \$140,000 - \$160,000



Are you a dynamic, strategic HR leader with a passion for public service?

The Colorado Department of Revenue is seeking an exceptional Human Resources Director to lead their talented HR team and drive impactful change across the organization.



VISION

To empower businesses and individuals through quality customer service, innovation and collaboration.

MISSION

The Colorado Department of Revenue will become a trusted partner to every Coloradan to help them navigate the complexities of government so they can thrive.

VALUES

Service, Teamwork,
Accountability, Integrity,
Respect

THE DEPARTMENT

The Colorado Department of Revenue (CDOR) is more than just a government agency. They're a dynamic organization committed to innovation, exceptional customer service, and building a diverse and inclusive workforce. Our mission is to be a trusted partner to every Coloradan, and we achieve this through our core values of service, teamwork, accountability, integrity, and respect. If you're looking for a career where you can make a real difference, CDOR is the place for you. Learn more about us in this brief video.

The Colorado Department of Revenue (CDOR) team performs a variety of functions such as auditing and collecting taxes, issuing driver licenses and motor vehicle titles, marketing lottery products, and regulating liquor, gaming, horse racing, marijuana, and the auto industry in order to assist the citizens of our state. We celebrate diversity, and together, support an equitable and inclusive culture and embrace our differences because we believe this brings innovation to our work.

To learn more about CDOR, please visit: cdor.colorado.gov

THE POSITION

The Colorado Department of Revenue is seeking a highly motivated and experienced Human Resources Director to serve as a key member of the executive leadership team, responsible for developing and executing a comprehensive HR strategy that aligns with CDOR's vision and mission. As HR Director, you will provide expertise and strategic leadership for the entire employee lifecycle, from talent management, onboarding, culture and engagement to employee relations, workplace policies/practices, compensation and benefits, employee communications, succession planning, change management, performance management, and training and development.

You will lead a team of over 20 HR professionals to oversee all aspects of HR operations for more than 1600 employees across Colorado in the Colorado Lottery, the Division of Motor Vehicles, the Taxation Division, the Liquor Enforcement Division; the Firearms Dealer Division; the Automobile Dealer Division; the Racing Division; the Gaming Division; the Marijuana Enforcement Division and the Natural Medicine Division. You'll work with leadership to ensure HR strategies are in alignment with business goals and streamline practices to ensure stable service delivery.

What You'll Do:

- » Develop and implement a comprehensive HR strategy that supports CDOR's mission and vision.
- » Lead and manage the HR team with focus on exceptional customer service.
- » Develop and implement HR policies and procedures.
- » Manage recruitment, hiring, and onboarding.
- » Oversee employee relations, compensation, and benefits.
- » Ensure compliance with labor laws and regulations.
- » Drive the use of technology to improve HR service delivery.
- » Foster a culture of continuous improvement and innovation within the team.

What You'll Bring:

- » Extensive knowledge of public sector HR operations and management.
- » Knowledge of and/or experience working with a public sector union like Colorado Wins.
- » At least nine years of progressive HR experience, including six years in a senior management role.
- » Ability to effectively prioritize in a fast-paced environment.
- » Proven experience in leading and managing large HR teams.
- » Strong strategic thinking and problem-solving skills.
- » Excellent communication, interpersonal, and leadership skills.
- » A passion for public service.

Why Join Us?

- » Make a real difference in the lives of Colorado residents.
- » Hybrid work environment with work/life balance.
- » Be part of a dynamic and innovative organization.
- » Lead a talented and dedicated HR team.
- » Competitive salary and benefits package.
- » Opportunities for professional growth and development.

THE IDEAL CANDIDATE

The ideal candidate will focus on innovative problem-solving, operating with the highest of professional ethics and demonstrate the following competencies.

Strategic Leadership: Partnering with the executive team to shape the department's strategic direction, fostering a values-based culture, and leading labor relations.

Operational Excellence: Recognizes the fast pace and extraordinary workload demands of the Colorado Department of Revenue. Ensure the staff within the Office of Human Resources provides highly responsive and timely support to the entire organization in line with service level agreements. Continuously improving HR programs and practices, overseeing talent acquisition, employee relations, compensation, benefits, and workforce development, and driving the use of technology to enhance HR services.

Team Leadership and Development: Building and leading a high-performing HR team, providing mentorship and development opportunities, and fostering a collaborative and transparent work environment.

This well-rounded individual will demonstrate a passion for HR initiatives, transparent problem solving, conflict resolution, and proactive and strategic thinking. The future incumbent will be able to establish relationships and communicate with all levels of staff, internal, and external stakeholders. Using political astuteness, the Director of Human Resources will be able to implement the CDOR's mission and vision while remaining calm under pressure, flexible yet compliant with state laws and regulations, and able to manage multiple priorities efficiently.

Minimum Qualifications:

- » A combination of work experience in an occupational field or specialized subject area of the work may substitute for the required education.
- » Graduation from an accredited college or university with a bachelor's degree in human resources management, business administration, business management, sociology, psychology or closely related field AND
- » At least nine (9) years of progressive responsibility in public sector HR or related field including six (6) years of senior level management experience in a large organization. State or federal experience preferred. The experience must have included the following:
 - Two (2) years managing a large multiple level organization through subordinate level staff;
 - Two (2) years of professional public or business administration which included establishing organization structure, developing strategic work plans, budget development and control, setting goals and objectives to achieve program results and fostering a team environment.

Conditions of Employment with the CDOR:

- » Employees are in a position of public trust in the performance of their job duties and must operate in a manner that maintains the highest standards of honesty, integrity, and public confidence.
- » As a condition of employment with the CDOR, all personnel must file all necessary Colorado Individual Income Tax (CIIT) returns and pay tax obligations, therefore all employees must undergo a pre-employment evaluation of their tax records/accounts to ensure compliance with this policy. Final candidates must also complete a successful background investigation and reference check prior to appointment. Certain positions based on duties may require scheduled background investigations.

COMPENSATION AND BENEFITS

The salary range for the Director of Human Resources role is **\$140,000-\$160,000** annually, based on experience. Benefits include medical, dental, and vision insurance, 11 paid holidays per year, paid vacation and sick leave, retirement plans, employee wellness programs, employee assistance programs, and options for life and long-term disability insurance. For more details about employee benefits, please visit:

<https://dhr.colorado.gov/state-employees/state-of-colorado-employee-benefits>



APPLICATION PROCESS

To apply, please submit your resume, cover letter, and a list of six work-related references, along with responses to the Supplemental Questions by **Monday, April 21, 2025**.

Submit application materials to: <https://www.cpshr.us/recruitment/2470>

In addition, responses to the following Supplemental Questions must be submitted.

- » Describe in detail how you have demonstrated success in building, leading, and managing cohesive HR teams. Include any relevant experience as it relates to setting priorities in a fast-paced organization; holding teams accountable for excellent customer support; employee/labor relations, succession planning, talent acquisition and recruitment.
- » Are you aware of anyone with whom you have a personal relationship (including, but not limited to, any family members or those you or a family member have an intimate relationship with) currently employed with DOR? If yes, please provide the name of the employee and the Division they work in. Per DOR Policy OHR-006, family includes spouse, partner, child, parent, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, or cousin, including those related by marriage, civil union, common law, blood, adoption or foster care.

The State of Colorado encourages candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

For more information, contact:

CPS HR CONSULTING

GLORIA TIMMONS

Executive Recruiter

Email: gtimmons@cpshr.us

Website: www.cpshr.us



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DMV • LOTTERY • MARIJUANA • SPECIALIZED BUSINESS GROUP • TAXATION