

ABOUT US

At Fidelity Bank, we are passionate about success and committed to building strong relationships through superior service. We will be the best bank for our employees to work at, our customers to bank with, our shareholders to invest in, and for our community to prosper.

We are 300+ Bankers strong, each with the expertise and drive to build successful relationships, to create long-term shareholder value, and to deliver success. It is because of our commitment to a set of core values that we continue to succeed – core values that were defined by the Fidelity Bankers. These values are our standard of behavior, inspiring our actions and defining how we operate both now and into the future.

Our Core Values:

- Act with integrity
- Build strong relationships
- Demonstration passion for what we do and who we are
- Seek to constantly innovate
- Stay fully committed to each other and to all our stakeholders

As we constantly grow, innovate, and strive to deliver the best in banking, one thing has remained constant – our commitment to the communities we serve. Today, our focus on being trusted advisors to our clients has never been stronger, and we're proud to say that the future is bright.

ABOUT THE OPPORTUNITY

We are seeking an **SVP - Director of Human Resources** to join our executive leadership team. This leader will help build, lead and drive a culture that prioritizes and fulfills the needs of our Bankers, allowing them to deliver a positive client experience. The **SVP - Director of Human Resources** will understand the value of our Bankers, will display an intellectual curiosity that drives innovation, and will demonstrate the ability to create and implement the HR-related systems, applications and processes required to achieve success.

GENERAL RESPONSIBILITIES

The **SVP - Director of Human Resources** provides executive-level leadership and guidance to the organization's HR operations to support, integrate, and enhance Fidelity Bank's vision and culture to be the best bank for our Bankers to work at. This Director identifies, develops, and implements long-range strategic and legally compliant HR plans and policies for recruitment, compensation, benefits, talent management, banker engagement, and other HR-related initiatives. The **SVP - Director of Human Resources** provides reports to the CEO and Board and plays a crucial role in the long-term success of HR and Fidelity Bank.

ESSENTIAL DUTIES

- Develops, plans, and implements HR programs, responsibilities, and initiatives to strategically align with the bank's culture through recruitment, onboarding, HR policies, performance evaluation, compensation, benefits and all other HR related functions.
- Predicts, assesses, and determines business needs in the areas of organization design, staffing, performance management, succession planning, development planning, and communications plans; applies a keen understanding of the overarching strategy of Fidelity Bank with the ability to counsel leaders that enables growth and retains leadership and bankers.
- Researches, develops, and implements competitive compensation, benefits, performance appraisal, and employee incentive programs with support from Fidelity Bank leadership and by leveraging external resources.
- Collaborates with the Learning and Development Department to seamlessly incorporate programs such as leadership development, continuing education programs, and career paths into HR processes, systems, and initiatives.
- Identifies key performance indicators for the organization's human resource and talent management functions; assesses the organization's success and market competitiveness based on these metrics; provides statistical data and insights to inform leadership with measured recommendations for enhancements.
- Oversees the Fidelity Bank Foundation to ensure effective support and commitment to the communities we serve.
- Oversees the Bankers' community support efforts.
- Serves as an expert resource to leadership and bankers in all facets of Human Resources; provides concrete, timely, and value-added advice and execution on organizational effectiveness, employee relations, performance management, succession and leadership/banker development planning.
- Mitigates and analyzes situations to resolve complex HR challenges that arise. Advises senior leadership with actionable items to mitigate issues and concerns to always protect the bank.
- Monitors and resolves work morale issues and leadership effectiveness that leads to the successful achievement of business goals and banker satisfaction.
- Provides guidance, management, and leadership to the human resource team assisting with the resolution of questions, concerns, and issues.
- Develops concrete written action plans with succinct deliverables and timelines. Accountable for the timely execution of all deliverables and execution of the results.
- Ensures compliance with employment, benefits, insurance, safety, and other laws, regulations, and requirements.

- Maintains knowledge of laws, regulations, and best practices in employment law, human resources, and talent management.
 - Maintains working knowledge of all HR departmental functions and can support operational tasks as needed.
 - Drafts and implements the organization's staffing budget and the budget for the human resource department.
 - Maintains any necessary trainings or certifications.
 - Participates in professional development and networking conferences and events.
 - Is an active member of the community and exemplifies the Fidelity Experience.
 - Performs tasks which are supportive in nature to the essential functions of the job, but which may be altered or re-designed depending upon circumstances.
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QUALIFICATIONS

Education/Training:

- Bachelor's degree in Business, Human Resources or related field required.
- Master's degree in Human Resources or related field highly preferred.
- Specialized human resource management education and training: SHRM-CP, SHRM-SCP, PHR, or SPHR highly preferred.

Skills:

- Proven track record of innovative HR management planning and leadership.
- Ability to multi-task and excel in a fast-paced team culture with outstanding results.
- Positive spirit with strong leadership and coaching skills coupled with an ability to lead by example.
- Ability to function as an internal coach to management, peers, and others by helping them identify and resolve issues.
- Excellent management practices; anticipates internal organization issues, proposes workable future-forward solutions, and can negotiate both leadership and bankers' perspectives.
- Excellent written and verbal communication, team-building skills, and consensus-building.
- Exemplary leadership skills with a high degree of influence and persuasion to direct, inspire, and motivate a high-performing team of human resource professionals to drive success.

Experience:

- 10 years of experience in Human Resources Management as a business partner and trusted advisor to senior executives and staff required.

- 3 to 5 years of Human Resources Leadership in progressively responsible roles required.
 - Experience in financial services or related field preferred.
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HIGHLIGHTS OF OUR OFFERINGS

- Competitive compensation package.
- This position may be eligible for relocation assistance.
- Excellent benefits, including medical, dental, and vision coverage (with family options).
- FSA & HRA.
- Long and short-term disability insurance.
- 401(k) retirement plan with matching contribution.
- Life insurance (with family options).
- Paid holidays, vacation, sick and personal days; opportunities for additional PTO.
- Paid time for volunteer activities.
- Optional programs, including Employee Stock Purchase Plan and additional insurances.

Fidelity Bank has been recognized on multiple occasions as one of the Top 200 Community Banks in the country by American Banker. Fidelity Bank has also been selected several times as Best Bank by readers of the Times Tribune and the Morning Call newspapers. Fidelity offers a positive and supportive environment, focusing on work/life balance, encouraging volunteerism, and investing in education and training.

To be considered for this exciting opportunity with a growing community-focused bank, please apply by submitting your resume here: [Fidelity Bank SVP - Director of HR](#)