



# **Society for Human Resource Management (SHRM)**

Confidential Position Specification

Board Director (CHRO Expertise)

## CONFIDENTIAL POSITION SPECIFICATION

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<b>Position</b>	Board Director
<b>Organization</b>	The Society for Human Resource Management (SHRM)
<b>Headquarters</b>	Alexandria, VA (Washington DC Metro Area)
<b>Website</b>	<a href="http://www.shrm.org">www.shrm.org</a>

## ORGANIZATION BACKGROUND/CULTURE

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SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, our mission is to empower people and workplaces by advancing HR practices and by maximizing human potential. SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally, working toward our vision to build a world of work that works for all.

As the world's largest HR professional association, SHRM provides individuals and organizations worldwide with performance support and professional development resources, along with solutions to organization talent challenges. SHRM serves more than 10,000 individual members in more than 170 countries and supports domestic, multinational, and global organizations around the world. SHRM centers its international operations in offices in India and Dubai and extends services through a global network of partners who coordinate with SHRM to offer and support our products and services in their markets.

SHRM is an active member of the North American Human Resource Management Association and the current secretariat for the World Federation of People Management Associations.

## THE OPPORTUNITY

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Board members have the opportunity to engage with management on issues as diverse as how to successfully grow the organization on a global basis, how to build the profession's credibility and position HR as a strategic partner, how to keep a diverse membership informed on trends and legislation that impact HR, and how to deliver certification and training and development globally to a diverse and dispersed membership. The Board is engaged with the membership of SHRM and has a close partnership with the professional management team.

### **Board Meetings and Standing Committees:**

SHRM's Board meets four times per year in various locations. The second and fourth quarter meetings are always in conjunction with SHRM's Annual Conference & Exposition in June, and SHRM's Volunteer Leaders Business Meeting in November.

The Board has Audit, Executive, Governance, and Compensation/Organization standing committees. First and third quarter committee meetings will be held in person in conjunction with the Board meeting. Second and fourth quarter committee meetings are typically held via conference call. The new director will be assigned to at least one committee based on the candidate's experience and committee openings.

## **2023 BOARD COMPOSITION**

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**SHRM's 2023 Board is comprised of the following individuals:**

**THOMPSON, BETTY, SHRM-SCP, Chair**

Chief People Officer  
Booz Allen Hamilton  
McLean, VA

**ANDERSON, MELISSA., SHRM-CP, Immediate Past Chair**

Senior Vice President, Human Resources  
Albemarle Corporation  
Charlotte, NC

**ADEFIOYE, ELIZABETH**

Chief People Officer  
Emerson  
St. Louis, MO

**ADJYA, NILANJAN (NEEL)**

Chief Digital Officer  
BlackRock  
New York, NY

**CLARK, JAMES (JIM)**

President and CEO  
Boys & Girls Clubs of America  
Atlanta, GA 30309

**D'AMBROSE, MICHAEL (MIKE)**

Executive Vice President, Human Resources  
Boeing  
Chicago, IL

**HARVEY, PAULA, SHRM-SCP**

Vice President of Human Resources and Safety  
Schulte Building Systems  
Hockley, TX

**PHELAN, WILLIAM (BILL)**

Senior Associate Executive Director & CFO  
American Bar Association  
Chicago, IL

**SNELL, SCOTT, PH.D.**

Frank Sands, Sr. Chair in Business Administration  
Darden Graduate School of Business  
University of Virginia  
Charlottesville, VA

**SUAREZ GONZALEZ, SUSANA, PH.D.**

Executive Vice President, CHRO  
Amcor  
Deerfield, IL 60015

**VARGAS, VALERIE**

SVP, Advertising & Retail Marketing  
AT&T  
Dallas, TX

**WOULFE, MANDY, SHRM-SCP**

Director, Human Resources  
Mountain West Insurance & Financial Services  
Grand Junction, CO

**JOHNNY C. TAYLOR, JR., JD, SHRM-SCP**

President and CEO  
Society for Human Resource Management (SHRM)  
Alexandria, VA

**KEY SELECTION CRITERIA**

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**Ideal Experience:**

SHRM seeks an independent director with depth in human resources and strategic planning and development. Ideally the successful candidate will have not-for-profit experience either as an executive employee of the organization or as a Board Member engaged in successful human resources development and strategies.

Directors work with the Board Chair, the President and CEO and other members of the Board to provide leadership for SHRM. Directors are expected to understand, support and fulfill the responsibilities set forth below and in the description of the Role of the Board of Directors and the expectations in the organization's Governance Principles.

## **Qualifications:**

- Have an active interest in the human resource profession, a willingness to assist in setting and achieving the organization's goals, and the ability to devote the time necessary to attend and participate in Board and Committee meetings.
- Have a history of professional achievement and success within an organization or within SHRM, which would enable the Director to provide context and perspective to SHRM's Board. If not a member of SHRM prior to election to the Board, all Directors are expected to become members upon joining the Board. Individuals who are engaged in the profession of human resource management must hold an HR certification recognized by SHRM at the time of election or by November first of their first year on the Board. Be willing to apply one's experience to the Board's decision-making process.
- Have a professional reputation that enhances SHRM's reputation and strengthens the role of the Board in supporting the vision, purpose and values of the organization.
- Have sufficient knowledge of management of a complex organization in a rapidly changing environment to provide substantive advice.
- The candidate will be an HR leader from a large organization (more than \$250M in revenue) in an industry not currently represented on the Board including, but not limited to entertainment or retail.
- Ideal candidate will have in-depth experience in human resources, representing a progressive mindset, thought leadership and practice.
- Candidate will be adept at corporate culture, employee experience/engagement, inclusion and diversity initiatives, and values-driven business.
- This Director works with the Board Chair, the President and CEO and other members of the board to provide leadership for SHRM.

## **Other Qualifications:**

- Actively participate in regularly scheduled Board and committee meetings.
- Serve on at least one Board committee. Attend scheduled committee meetings and participate actively, providing advice and feedback on an on-going basis.
- Listen to members served by SHRM and provide candid and constructive feedback, advice and comments on the services and products to SHRM's leadership team and on other aspects of SHRM consistent with the role of the Board.
- SHRM relies on its directors to be its most active and vocal supporters, communicating the SHRM story in their communities and organizations, while promoting the human resource profession.

If you have a strong candidate for consideration, please send the information directly to our recruiter by the April 15, 2023 deadline:

John Downer  
JD & Associates / Just Say Search  
[jd@justsaysearch.com](mailto:jd@justsaysearch.com)  
[www.justsaysearch.com](http://www.justsaysearch.com)  
(917)414-0568