



Margaret A. Cargill
PHILANTHROPIES

MANAGER, HUMAN RESOURCES PARTNER

Margaret A. Cargill Philanthropies
Eden Prairie, MN

kpCompanies is leading the search for the next Manager, Human Resources Partner for Margaret A. Cargill Philanthropies. The Manager, Human Resources Partner, is a central partner for employees and managers by offering HR expertise and serving as a strategic thought partner and primary resource for coaching and guidance across a broad spectrum of people-related matters.

APPLICATION DEADLINE

Applications will be accepted until 9:00 pm on June 30th, 2024

We encourage and appreciate early applications.



POSITION SUMMARY

This position requires a deep understanding of business operations and human resources knowledge to provide HR solutions and resources, including employee development and training, team development, performance management, employee relations, workforce planning, talent acquisition and onboarding, change management, and organizational development. The Manager, Human Resources Partner will develop and execute HR strategies and solutions to assist managers in meeting the needs of the Program Function. The role will also supervise and manage complex HR programs and projects to achieve MACP's overall mission and organizational priorities and objectives.

In this capacity, the Manager, Human Resources Partner, will offer expert assistance and guidance to employees and managers, fostering their professional growth. They are critical in supporting, developing solutions, and implementing employee development and training programs to enhance skills and capabilities, including supporting and strengthening the Program function team dynamics to encourage a collaborative work environment. They will support and champion change management efforts and drive HR projects and programs in alignment with the organization's mission. The Manager, Human Resources Partner will collaborate with others in support of work related to the organization's diversity, equity, inclusion and justice vision and goals.





POSITION DESCRIPTION

Reports to: Director, Talent Development

Location: Eden Prairie, Minnesota

Website: www.macphilanthropies.org

Flexibility: Hybrid, Remote up to 2 days/wk

Job Type: Full Time

COMPENSATION

This is a hybrid role. MACP has identified a salary range of \$127,000-\$150,000 for this role. In addition to its compensation offering, MACP provides a comprehensive benefits package:

- Medical
- Dental
- Vision
- FSA
- Life and AD&D
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- PTO
- 401(k)
- Retirement Wealth Accumulation Offerings
- Paid Parental Leave (up to 16 weeks)

Equity & Salary Disclosure

We believe in practices that create real equity and pay parity regardless of background or identity. We freely discuss compensation with all qualified candidates the first time we interview them. Saving the salary discussion for the first conversation allows us to understand the needs of each candidate fully and to ensure that qualified candidates, even those who've historically been overlooked and/or underpaid, don't self-select out of the processes based on salary alone, as our experience and research suggest. In addition to those who opt out because they fear the salary may be out of reach for them, we equally don't want to miss out on conversations with candidates who are slightly over the range when in some cases, the total compensation, including factors such as bonuses, flexibility, and better health benefits, etc. may exceed expectations. Finally, as a search firm, we always seek top-notch talent to introduce to our clients. Should the salary or any other requirement not be a fit, there is often a chance that someone on our team is working on another position you may be a better fit for. If you would like to discuss your qualifications for this role and salary and compensation, call us, and we'd be happy to discuss.

POSITION PROFILE | Manager, Human Resource Partner

QUALIFICATIONS:

- Required: Bachelor's degree in Human Resources or a related field, or equivalent experience.
- Desired: Master's degree and/or SHRM Certification
- 8 or more years of Human Resources experience providing support, coaching, mentoring, and guidance on HR-related matters related to employee development and training, employee relations, recruiting and onboarding, and change management.
- A deep understanding of HR principles, policies, and practices, including employment laws and regulations for providing expert guidance and support to employees and managers.
- Demonstrated leadership experience managing and implementing HR programs such as leadership development, learning and professional development, and change management.
- Demonstrated experience providing coaching, training, mentoring, and performance management guidance to senior leaders, people managers and employees.
- Champion MACP's vision and commitment to diversity, equity, inclusion, and justice ("DEIJ") by demonstrating awareness of systemic racism and other forms of structural injustice and committing to advance DEIJ efforts by embedding it into team and organization-wide goals and work.
- Demonstrate commitment to intercultural understanding and sensitivity with the ability to lead teams through the operationalization of DEIJ into strategy, processes, practices, and relationships.
- Strong skills in managing and resolving employee relations issues through objective investigations, conflict resolution, facilitating crucial conversations, and effective communication.

RESPONSIBILITIES (SEE JOB DESCRIPTION FOR FULL LIST):

- Collaborate closely with managers and employees to build effective teams, nurture MACP's culture, and enhance employee morale.
- Act as a strategic human resource partner for the leadership team by establishing effective relationships, recognizing trends, understanding group and team dynamics, and developing solutions that promote organizational and employee effectiveness.
- Act as primary liaison between the Programs functional group's interests and needs and HR, working with the various HR specialties to ensure functional group needs are met.
- Identify training and coaching opportunities for individuals and teams and recommend appropriate internal or external approaches, including conducting training sessions as needed.
- Lead trends and metric analysis in conjunction with colleagues to develop strategies, including the creation of relevant programs and policies, and to address Programs area needs.
- Manage and resolve employee relations issues by conducting effective, thorough, and objective investigations.
- Play a key role in MACP's Multi-Year Talent Development Action Plans and HR projects by support and implement large-scale change initiatives. This includes close collaboration with the Director of Talent Development, MACP's consultant teams, and the VP, Human Resources and Administration to identify and engage in relevant projects. This work involves participating in meetings, reviewing, and developing resources as needed, and implementing, owning, and sustaining final changes from the various projects.



ORGANIZATIONAL OVERVIEW

Founded by the late Margaret A. Cargill, MACP actively partners with capable organizations to make a lasting difference for individuals and communities, with particular attention to overlooked causes. MACP's combined assets (Margaret A. Cargill Foundation and Anne Ray Foundation) place us among the top ten foundations in the United States.

MACP develops and implements integrated grantmaking strategies across seven programmatic areas we call domains: Arts & Cultures, Disaster Relief & Recovery, Environment, Animal Welfare, Quality of Life, Teachers & Students, and Legacy & Opportunity.

Margaret A. Cargill Philanthropies (MACP) supports efforts to enhance quality of life and prevent and relieve suffering of children, families, and older adults; preserve and promote the environment and the arts; and encourage the humane treatment of animals.



OUR APPROACH

Within our domains, our program strategies are anchored in compelling issues where we partner to make a meaningful, measurable, and sustainable difference in a defined period of time.

We limit the number of issues we choose to address, set goals for the difference we wish to make on each one and allocate resources accordingly. We pay special attention to underserved or low-attention areas and causes and favor community-based, on-the-ground programs rather than policy initiatives or endowments.

We continually hone strategies within our domains, investing in evaluation efforts and making substantial learning grants to inform decision-making and program development.

Core to our approach is strengthening the effectiveness and capacity of our key grantee partners by investing in their leadership, management, and operational capabilities.

We believe the best way to make a lasting difference on issues we care about is by investing in long-term relationships with key grantees, strengthening our combined abilities to make a meaningful difference in the world. Because of this, we look to our key grantees as partners, and they help us shape what we do. We work with these partners to find solutions consistent with the objectives and values of our organization and theirs.

DOMAINS

Our grantmaking reflects our mission, values, and Margaret Cargill's guiding principles.

Our domains include:

- Animal Welfare
- Arts & Culture
- Disaster Relief & Recovery
- Environment
- Legacy & Opportunity
- Quality of Life
- Teachers & Students

Our grantmaking approach is rooted in direction from our founder and reflects our Philosophy of Grantmaking.

[LEARN MORE ABOUT OUR GRANTMAKING](#)



To live more fully into our philosophy of grantmaking, we adopted a DEIJ vision statement to guide our work; view it [online here](#).



OUR IMPACT

- In 2022 alone, we awarded **341 grants**.
- That equates to **\$202 million** in 2022.
- MACP has celebrated over **\$3 billion in total, cumulative grantmaking** (2023 statistic).
- Committed over **\$11 million to new funding** in COVID relief to support BIPOC communities.
- **90+ countries** with grant activities.
- At year-end 2022, MACF's assets are approximately \$3.3 billion.

“Our founder, Margaret Cargill, believed in supporting people and the communities where they live. The growth and evolution of our grantmaking strategies, while remaining grounded in donor intent, is at the heart of who we are as an organization.”

kpCOMPANIES EXECUTIVE SEARCH TEAM

Founded in 2001, kpCompanies is the number one source for finding top leadership talent across different industries. With scores of executives placed all around the country, kpCompanies has 6 Strategic, culturally competent, purpose-driven executive recruiters, along with a vast and diverse network of potential candidates to draw upon for your organization. Each recruiter specializes in providing diversity and more personalized executive search services to corporate clients in the Twin Cities and nationwide.



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FOUNDER & CEO



TERRA CARBERT
MANAGING DIRECTOR



JOELLE ALLEN
SVP CLIENT SERVICES



AISHA BRANCH
HEAD OF MARKETING



MAT PEISERT
RECRUITMENT CONSULTANT



JON HEINEN
RECRUITMENT CONSULTANT



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kpCompanies has helped match exceptional talent with top companies since 2001. To learn more about kpCompanies and our services, visit www.kpcompanies.com

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