



Position Announcement

ASSISTANT VICE PRESIDENT, HUMAN RESOURCES

ORGANIZATION

[Hawai'i Pacific University](#) (HPU) is a private, not-for-profit institution with approximately 4,600 students coming from all 50 states, U.S. territories, and 65 countries. Founded in 1965, HPU is Hawai'i's largest private university, with a core campus at the heart of Honolulu's business district. HPU's investment in the urban student experience translates to greater hands-on experiences for student, expanded interdisciplinary collaboration between colleges and programs, and a deeper engagement within the community of Honolulu and the State of Hawai'i. HPU is currently recognized as having the most diverse student population in the nation. The University's student-centered approach and low student-faculty ratio of 16:1 naturally results in personal attention and one-on-one guidance.

The faculty, staff, students, and overall university community of HPU embrace the following values as representative of the spiritual, ethical, and philosophical principles that support our community, as well as of the aspirational ideals to which they collectively aspire.

- PONO, meaning righteous, honest and moral, and an energy of necessity.
- KULEANA, meaning responsibility and rights, and concern for all interests, property, and people.
- ALOHA, meaning hello, goodbye, love, kindness and grace, unity, humility, patience and waiting for the right moment.

Approximately 1,650 faculty and staff support multiple campuses and facilities in the islands. In addition to the main campus in downtown Honolulu, HPU has a 56-acre site that is home to marine science programs and an aquaculture research facility bordering the ocean in Makapu'u, O'ahu, plus a research feed mill located in Hilo, Hawai'i. HPU also has academic program presences at seven military installations (Pearl Harbor Naval Base, Hickam Air Force Base, Schofield Army Barracks, Fort Shafter, Tripler Army Medical Center, Marine Corps Base Hawai'i - Kāne'ohe, and Marine Corps Base Hawai'i - Camp H.M. Smith) while maintaining retail operations at Aloha Tower Marketplace and in Makapu'u.

OPPORTUNITY

HPU is poised to continue its development of top talent to maintain enrollment growth while preserving core cultural values - this necessitates unity and cohesion amongst faculty and staff in multiple locations. The Assistant Vice President of Human Resources (AVP) will be highly visible

and will effectively execute HPU's human capital strategy, possessing the ability to creatively navigate a complex, innovative, and fast-evolving organization with strength and empathy, always keeping an eye on student success.

Far from a bureaucrat, HPU seeks an innovative and creative thinker who thrives on problem-solving and identifying viable solutions. The AVP of Human Resources will steward and drive a culture of mission-motivated collaboration that embraces change, diversity, equity, and inclusion, and build and implement programs that will encourage leadership and high employee engagement. The AVP of Human Resources will be laser focused on a total rewards program that will effectively motivate talented faculty and staff spanning five workforce generations. This will include a work culture that emphasizes well-being, shared values, career growth (including upskilling utilizing the University's vast resources), and contributions to meaningful and rewarding work.

HPU is excited to bring on board a true partner with its faculty, staff, and leadership.

TO APPLY

Applications should be submitted by **February 20, 2023** to executives@inkinen.com. Please provide the following, addressed to HPU Search Committee, c/o Inkinen Executive Search:

- Cover letter - express your interest in the opportunity and how your skills and experiences have prepared you for success as the AVP of Human Resources
- Resume

For more information, please visit www.inkinen.com/HPU-HR.