

Join Us

POSITION

**Human Resources Division Director
Talent Management**

SALARY RANGE

\$129,729.60 - \$181,625.60

LOCATION

Reno, NV



About the Position

Please click [HERE](#) for the Total Compensation Package for this job classification which includes county paid employee health benefits after 30 days of employment, county paid retirement benefits, vacation accruals, etc. The Total Compensation Package outlines the various benefits offered by Washoe County and the annual earnings based on the entry level salary for the job classification.

This position is responsible and accountable for the oversight of programs and services of the County's recruitment and selection, classification and compensation, and organizational effectiveness.

This is an Open Competitive/Countywide Promotional recruitment being conducted to fill a full-time vacancy in Human Resources which will become effective January 8, 2027. The list established from this recruitment may be used to fill future vacancies as they occur.

For more information on this position, please see the Job Specification at:
<https://www.washoecounty.gov/humanresources/Careers/jobspecs.php>



Ideal Candidate Criteria

The ideal candidate will:

- ✓ Have SHRM (Society of Human Resources Manager) Certification
- ✓ Bring strong expertise in public sector human resources and is highly strategic, collaborative, progressive and forward thinking.
- ✓ Demonstrate strong knowledge and experience in classification and compensation, recruitment and selection, learning development and training.
- ✓ Possess excellent interpersonal skills with the ability to build strong working relationships.
- ✓ Be a Human Resources leader who excels at guiding complex Human Resources programs while fostering a culture of excellence.
- ✓ Demonstrate the ability to effectively lead and motivate staff while working together to meet organizational objectives.
- ✓ Possess the ability to quickly understand the organizational climate and establish critical relationships to ensure success and contribution to the organization.
- ✓ Bring excellent written and verbal communication and public presentation skills
- ✓ Be skilled at assessing organizational and individual challenges, identifying solutions, and facilitating effective change management processes.
- ✓ Possess highly developed critical thinking skills, analytical skills, with a demonstrated ability to make good decisions and exercise sound judgment.





The Community

Washoe County is located along the eastern slopes of the majestic Sierra Nevada Mountains in northwestern Nevada. The County covers an area of 6,600 square miles bordering California and Oregon. The County seat is the City of Reno, the fourth largest city in Nevada. Reno boasts a bustling downtown, diverse neighborhoods, Nevada's flagship state university, and a top-ranked international airport. Nearby are the City of Sparks, the state's fifth largest city, and Incline Village at Lake Tahoe. The County's population of approximately 496,000 citizens is split with nearly half residing in the incorporated City of Reno, one quarter in Sparks and one quarter in the unincorporated areas. Residents and visitors enjoy the pleasant climate, abundant recreational activities, arts, entertainment, professional sports, and cultural events.

Washoe County Governance & Organization

A five-member Board of County Commissioners, elected by district, governs Washoe County. The Board appoints a County Manager who is responsible for policy implementation and overall operations. The County provides services as an administrative arm of the state, as

well as a variety of regional and community services. The County has twenty-four departments managed by appointed department heads and seven led by elected officials. Our organization employs over 3,000 people dedicated to serving the citizens of Washoe County.



Human Resources Mission

The mission of Washoe County Human Resources is to provide pro-active and responsive leadership, resources and a

full range of hire through retire services to support the mission, vision and values of Washoe County.



The Human Resources Department

Health Benefits Team

The Benefits Team provides guidance and assistance to all employees to help them better understand the medical, health and wellness, and financial benefits available to them through Washoe County. Additionally, they provide guidance and assistance to Washoe County employees and retirees with their Health Benefits. They strive to excel in the coordination, management, and support of the medical, health and wellness, and financial benefits available to Washoe County employees, retirees, and their eligible dependents.

Labor Relations and Employee Services Team

The Labor Relations and Employee Services Team supports HR Administration, Employee Services and Labor relations.

The Administrative Function supports the human capital budgeting activities; ensure compliance with federal, state and local

laws; conduct workforce planning programs; support and enhance County diversity efforts; administer alternate staffing programs, and research, interpret, maintain, and develop County/employee agreements, ordinances, and Countywide human resource policies.

Employee Services is a service-oriented team dedicated to providing exceptional customer service to our county workforce both past and present. Areas of expertise include the interpretation, guidance, equitable administration, and maintenance of labor contracts, County Code, policy administration, classification and compensation plans, and employee personnel payroll services. The team is the official guardian of employee records and is committed to promoting accuracy, confidentiality, and accessibility when responding to various types of reporting requests. In addition, the team provides technical support, and learning and training

services for the HR Information System (HRIS) aka SAP.

Washoe County has 11 labor association representing employees in the workforce. Labor Relations handles all contract issues and/or progressive discipline.

Talent Management Team

The Talent Management Team is responsible for the Classification and Compensation, Organizational Effectiveness and Recruitment and Selection programs.

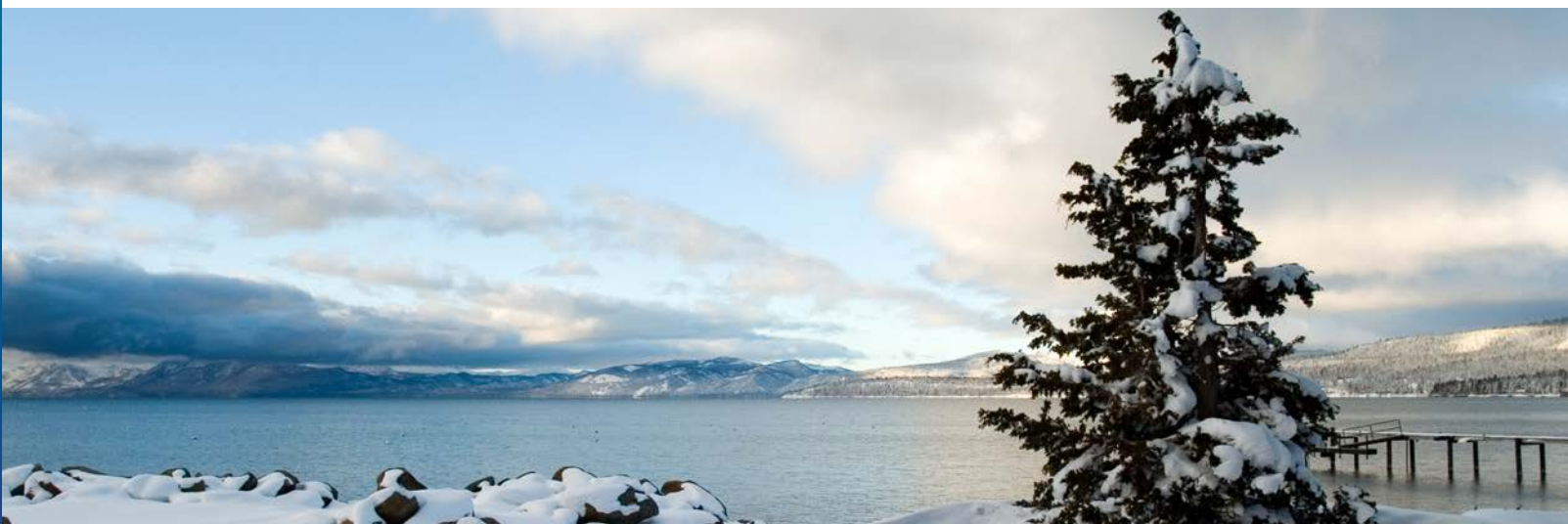
Classification and Compensation applies the best human resources practices toward the definition of the Washoe County job infrastructure to include job documentation, job evaluation, and job family design; and the design and maintenance of equitable, competitive, and cost effective compensation methods, structures and practices (i.e., hiring rate practices, salary adjustments, internal and external equity, leave practices, overtime rules, etc.) in order to provide a basis to recruit for, attract, and retain a high quality, diverse, and accountable workforce.

Organizational Effectiveness is a systematic approach to enhancing the performance of the organization and its employees by building a healthy and engaged workforce. Organizational Effectiveness strategies work to create a culture that provides a

better employee experience, recognizes employees, values talent retention and performance, and develops skills that will benefit both staff and the organization. Organizational Effectiveness is responsible for employee development and training, organizational culture, recognition, engagement activities and initiatives which build a sense of belonging for all Washoe County employees.

Recruitment and Selection is committed to using best practices, being innovative and progressive in recruiting motivated top talent for positions at Washoe County. By utilizing technology, Recruitment and Selection can provide qualified candidates to Washoe County departments for interviews in a timely manner. Pursuant to NRS, Washoe County is a Merit System, which requires candidates to compete for positions. Human Resources provides equal employment opportunity based upon federal requirements specified in the Uniform Guidelines on Employee Selection. Recruitment and Selection administer Washoe County recruitments and testing processes, provides Strategic Workforce Planning, Individual Development Plans, and related training.

For additional information on Human Resources, please visit: [Human Resources - Washoe County](#)





Required Education and Experience

Five years of full-time progressively responsible human resources experience working with programs and systems governed by state and federal regulations, with at least two of those years acting in a supervisory/management capacity; AND a bachelor's degree from an accredited college or university with a major in human resources management, business administration, or a closely related field; OR an equivalent combination of experience, education, and training.

License or Certificate

A valid driver's license may be required at the time of appointment and if required, must be maintained for continued employment in this classification.

Conditions of Employment

The Human Resources Division Director-Talent Management is an Unclassified and Confidential position which, therefore, is not covered by a bargaining unit. The position reports to the Chief Human Resources Officer.

Washoe County requires its employees to reside in the state of Nevada or neighboring California communities such as Truckee, South Lake Tahoe or Susanville as of their first day of work.

See the full job announcement for additional Conditions of Employment

To Be Considered:

Submit the required application at: <https://jobs.washoecounty.us/joblisting>

In addition to the application, the following documents must be included with the application before the filing deadline in order to be considered:

- ✓ Compelling cover letter
- ✓ Comprehensive resume which includes how the applicant meets the Ideal Candidate criteria
- ✓ One letter of recommendation

Compensation & Benefits

The annual salary range for this position is \$129,729.60 - \$181,625.60. Washoe County also offers an exceptional benefits package which includes:

- ✓ Nevada PERS Retirement - Washoe County pays 100% of the PERS contribution for each full-time employee.
- ✓ Health, Dental, Life and Vision Insurance – Washoe County contributes 100% of the premium for each employee. Coverage includes medical, dental, vision, and life insurance. Washoe County also contributes 50% of the premium for dependent coverage.
- ✓ Note: New employees are automatically enrolled in the High Deductible Health Plan (HDHP) with a Health Savings Account. Employees become eligible for health benefits after 30 days of employment. Washoe County contributes up to \$2,500 annually into the employee's Health Savings Account (HSA).
- ✓ Vacation Accrual (120 hours per year, increasing with continued employment)
- ✓ Deferred Compensation plans available
- ✓ 12 Paid Holidays
- ✓ Sick Leave (120 hours per year, increasing with continued employment)
- ✓ Longevity Pay
- ✓ Merit Increases - Full-time employees eligible to receive an annual merit increase of 5% until the position classification's maximum salary is reached.
- ✓ Cost-of living adjustments - historical annual COLA increases for 2017-2026 have ranged from 2.5% - 5.0%
- ✓ There are no Social Security deductions (although a 1.45% deduction for Medicare is required)
- ✓ Nevada does not have state or local income tax*

[Click Here to See Benefits](#)



Tentative Timeline

September 4, 2026 – September 18, 2026

Applications Accepted

Week of September 28, 2026

Screening Committee reviews candidate materials to identify candidates with the most potential for success in the position

Top candidates will be contacted for an interview

Week of October 12, 2026

Interviews with top candidates will take place

Week of October 19, 2026

Top candidate goes through required Background Investigation

Week of January 4, 2027

Estimated Hire Date

If you have questions regarding this position, please contact Alicia Agrella at: 775-328-6383 or e-mail

aagrella@washoecounty.gov.



EEO Statement

Washoe County is proud to be an equal opportunity employer and is committed to a diverse workforce that creates a sense of belonging for all employees and citizens, thereby encouraging persons from all backgrounds and experiences to apply for employment. Washoe County will recruit, hire, train and promote into all job levels without regard to race, religion or belief, gender, marital status or domestic partnership, familial status, national origin, age, mental or physical disability, pregnancy, sexual orientation, gender expression or identity, genetic information (GINA), veteran status, political affiliation, membership in an employee association or union or any other protected class under applicable federal or state law.



QUALITY
PUBLIC SERVICE



INTEGRITY



EFFECTIVE
COMMUNICATION