

DIRECTOR OF HUMAN RESOURCES
JUNIOR ACHIEVEMENT OF WISCONSIN

MILWAUKEE, WISCONSIN



Junior Achievement's purpose is to inspire and prepare young people to succeed in a global economy.

Junior Achievement of Wisconsin has partnered with Spano Pratt Executive Search to identify their new Director of Human Resources. For a confidential conversation and to learn more about this opportunity, please contact Shelly Beaver or Lindsey Kriete.

Spano Pratt Executive Search

Shelly Beaver, Executive Search Consultant
sbeaver@spanopratt.com
(262) 685-8017

Lindsey Kriete, Practice Director
lkriete@spanopratt.com
(414) 234-9033

ORGANIZATION OVERVIEW

Junior Achievement USA is the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices.

Junior Achievement's programs, in the core content areas of work readiness, entrepreneurship and financial literacy ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century. JA's values include:

Belief

In the boundless potential of young people.

Seek Out

Various backgrounds, perspectives, and talents in our staff and volunteers, and boards to reflect the geographies and communities we serve.

Nurture

The power of partnerships and collaboration.

Approach

Our work with passion, honesty, integrity, and excellence.

Teach

Principled market-based economics and entrepreneurship that build a more sustainable world.

Advocate

For relevant hands-on learning.

Junior Achievement of Wisconsin (JA Wisconsin) is the region's premier business-connected educational provider. The organization catalyzes cross-sector partnerships to deliver innovative solutions that significantly improve educational attainment, workforce readiness, and access.

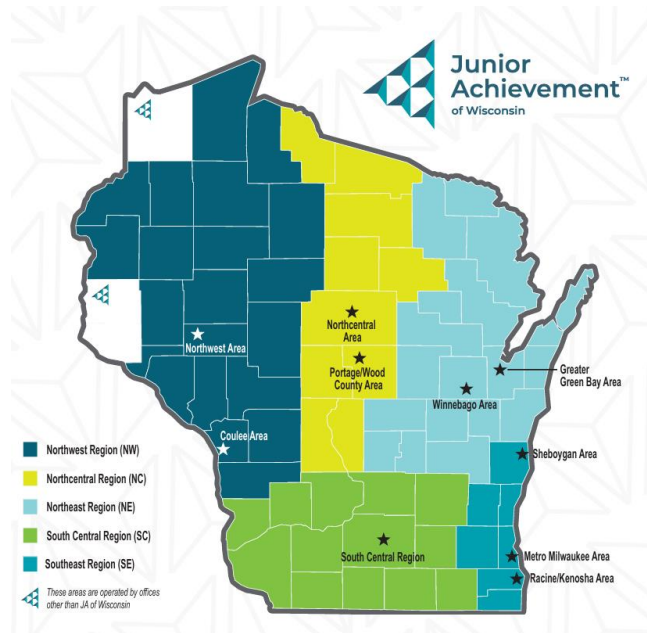
With operations throughout the state, JA Wisconsin has built a reputation for innovation and results, working with school districts to integrate and scale experiential learning. Today, over 120,000 students engage in a continuum of real-world applied learning experiences that shape their mindset, behaviors, and skills to envision and pursue opportunity-filled futures. In fact, JA is also responding to emerging needs among a growing number of young adults struggling financially with independent living after school. JA is excited to be part of this new opportunity to help support one student at a time for their "last mile" of academic learning.

This transformation has been fueled by partnerships with school districts, colleges, and major employers that are united by JA's programs to solve entrenched barriers to economic opportunity. Through these efforts, JA Wisconsin has expanded its strategic partnerships and the reach of high-impact solutions across the state.

Junior Achievement designs learning experiences with the end in mind: real outcomes for students. Our experiences don't just expose young people to ideas about the future — they help students clearly connect what they are learning today to where they want to go tomorrow in a measurable way.

POSITION OVERVIEW

The Director of Human Resources serves as Junior Achievement of Wisconsin's senior HR leader and a trusted strategic partner to the CEO, driving the organization's people strategy, culture, and organizational effectiveness. As a key member of the leadership team, this role balances strategic vision with hands-on execution, leading all aspects of Human Resources while building scalable systems, developing leaders, and fostering a high-performing, values-driven workplace. This highly visible "player-coach" role is responsible for aligning talent, culture, and workforce strategy with organizational priorities, guiding change, strengthening employee engagement, and ensuring operational excellence across all HR functions. The Director partners closely with leaders throughout the organization to enhance organizational capability, develop future talent, and create an exceptional employee experience that supports Junior Achievement Wisconsin's mission, growth, and long-term success.



JA of Wisconsin's Regions

CORE RESPONSIBILITIES AS DIRECTOR OF HUMAN RESOURCES

Strategic Leadership & Organizational Effectiveness

- Serve as a strategic thought partner and trusted advisor to the CEO and leadership team.
- Develop and execute a comprehensive people strategy aligned with organizational priorities and growth plans.
- Lead workforce planning, organizational design, and succession planning efforts.
- Establish scalable HR frameworks, systems, and processes to support a growing, multi-location organization.

- Use data, insights, and business acumen to inform decision-making and influence organizational direction.
- Partner with Finance on budgeting, compensation strategy, and workforce investments.

Culture, Employee Experience & Leadership Development

- Champion a strong, cohesive organizational culture across all locations.
- Design and implement initiatives to improve employee engagement, retention, and overall employee experience.
- Coach and support leaders on performance management, employee relations, and team effectiveness.
- Develop and facilitate leadership development programs that strengthen management capability.
- Lead engagement assessments and translate insights into actionable plans.

Change Management & Organizational Growth

- Lead and support change management efforts tied to organizational growth, transformation, and strategic initiatives.
- Build readiness and adoption strategies for new programs, structures, and processes.
- Support leaders and employees through change while maintaining trust, clarity, and alignment.
- Establish strong communication and feedback loops to promote transparency and engagement.

Human Resources Operations

- Maintain direct ownership and accountability for all HR functions, including employee relations, performance management, compensation, benefits, compliance, talent acquisition, onboarding, policy development, and employee development.
- Balance strategic leadership with hands-on execution in core HR processes and day-to-day needs.
- Ensure compliance with all federal, state, and local employment laws and regulations.
- Develop, maintain, and continuously improve HR policies, procedures, and the employee handbook.
- Oversee payroll processing, and directly perform recruiting activities, HRIS administration, reporting, and employee records management.
- Independently manage health, retirement, and wellness programs provided through Junior Achievement USA, including local implementation, compliance, employee education, and issue resolution, ensuring a seamless employee experience within a multi-entity model.
- Evaluate and implement HR systems, tools, and process improvements to increase efficiency and scalability.

Talent Management

- Design and execute talent acquisition strategies to attract and retain high-quality talent.
- Build structured onboarding, performance management, and career development programs.
- Implement succession planning and internal talent development practices.
- Monitor workforce trends and proactively recommend talent and retention strategies.

Operational Leadership (as assigned)

- Provide leadership and oversight for administrative functions, facilities, or related operational support areas, as needed.
- Identify and implement opportunities to improve organizational efficiency and service delivery.
- Collaborate cross-functionally to enhance overall organizational performance and effectiveness.



Research shows that JA Alumni are more likely to have a college degree, feel confident managing money, have career success, and have started a business as an adult.

QUALIFICATIONS & EXPERIENCE

- Bachelor's degree in human resources, business administration, or a related field.
- 7+ years of progressive HR experience, including senior-level leadership responsibility.
- Experience as the lead HR professional in a mid-sized organization (<150 employees) as well as a non-profit organization is preferred.
- Demonstrated success building HR programs, infrastructure, and processes from the ground up.
- Strong knowledge of employment law, employee relations, compensation, and talent management.
- Proven experience in change management and organizational development.
- Excellent interpersonal, communication, and conflict-resolutions skills.
- Ability to maintain confidentiality and handle sensitive information with discretion.
- Proficiency in HRIS systems, ADP Workforce Now preferred, and Microsoft Office Suite.
- HR certification (e.g. SHRM-CP, SHRM-SCP, PHR, SPHR) preferred.

IMPACT

Junior Achievement designs learning experiences with the end in mind: real outcomes for students. Our experiences don't just expose young people to ideas about the future — they help students clearly connect what they are learning today to where they want to go tomorrow in a measurable way.



120,141

Students Reached Statewide



6,118

Volunteers Statewide



3,853

Classes Statewide



772

Schools Reached Statewide

COMPETENCIES & PERSONAL ATTRIBUTES FOR SUCCESS

Strategic Human Resources Leadership

Builds and leads a modern Human Resources function that serves as a strategic business partner to the President & CEO and Executive Leadership Team. Aligns people strategy with organizational priorities by developing scalable systems, strengthening organizational effectiveness, enhancing the employee experience, and ensuring operational excellence through thoughtful leadership, sound business acumen, continuous improvement, and a commitment to building organizational capacity.

Relationship Building & Trust + Communication & Influence

Builds authentic, trusting relationships through visible leadership, emotional intelligence, active listening, and transparent communication. Influences organizational decisions by fostering collaboration, facilitating meaningful dialogue, navigating difficult conversations with courage and diplomacy, and building alignment across diverse stakeholders. Demonstrates executive presence, sound judgment, integrity, and consistent follow-through while creating an inclusive environment where employees feel respected, valued, and empowered to contribute their best work.

Change Leadership & Organizational Development

Leads organizational transformation with confidence by building culture, strengthening organizational capability, and implementing sustainable change. Demonstrates resilience, adaptability, operational discipline, thoughtful prioritization, and a continuous improvement mindset while effectively guiding leaders and employees through complexity, ambiguity, and organizational evolution.

Leadership Development & Talent Stewardship

Builds organizational capacity by developing leaders and investing in talent through coaching, performance management, succession planning, employee development, and meaningful accountability. Creates an environment where leaders are equipped to inspire high-performing teams, cultivate future talent, and foster continuous learning and professional growth throughout the organization.

COMPENSATION

Salary \$100,000 – \$125,000, commensurate with experience. Full-time, onsite role, with flexibility to occasionally work remotely. The position requires visibility and a presence to support onsite staff and regional office locations. Comprehensive benefit package.

LOCATION: MILWAUKEE, WI

This position is based at the headquarters in Milwaukee, WI and the leader is expected to be actively engaged with all of the regional locations. Travel is required to meet with regional leaders as needed.



In Milwaukee, you'll find urban living and a Midwest ambience combined to provide an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are numerous beaches with their related activities such as canoeing, paddle boarding, beach volleyball, yoga, sandcastle-making contests, and fishing. Beachfront as well as inland parks cover more than 15,000 acres of land allowing city dwellers to enjoy greenspaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings in close to 900,000 people from across the country to hear their favorite artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World, and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.

<https://wisconsin.ja.org/>
<http://www.mmac.org>
<http://www.visitmilwaukee.org>

To be considered for this opportunity, please submit a cover letter and resume to:

Shelly Beaver, Executive Search Consultant -OR-
sbeaver@spanopratt.com

Lindsey Kriete, Practice Director
lkriete@spanopratt.com

www.spanopratt.com