

HUMAN RESOURCES

Salary Guide

2023



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Letter from the Editor



CHRIS DARDIS,
PRESIDENT OF INTERIM SOLUTIONS

Preparing for the future often means understanding the past. Like you, we're keeping an eye on this economy and doing everything we can to "recession-proof" our candidates and clients. While experts are saying the upcoming recession will bottom out in Q3, looking at the last few recessions gives us some important context.

The 2009 unemployment rate topped out at 10%. In 2020, it was as high as 14%. This time around, the prediction is that it will cap at about 4.2%.

So, it's still going to be a candidate-short market for the foreseeable future. And that means employers will benefit from doubling down on their efforts to not only attract top talent to key roles, but also retain the high-performing professionals they already have. This is a best practice recession or not—but it's especially key in 2023 to better understand what's important to job seekers now, and to establish and communicate a clear message about why they should choose your firm from a sea of other options.

That's where this guide comes in.

For employers, this is a good benchmarking tool. Employers call us because they don't know what the market looks like and are seeking guidance from industry experts, so this is a key reference piece for employers all year long.

For job seekers, the 2023 HR Salary Guide can help you leverage your unprecedented negotiating power—while checking your expectations with reality. It's also perfect for people who are happy in their role but want to ensure that there are no salary gaps between them and the rest of the market.

And for those looking for a fresh start with the renewed clarity of a post-pandemic environment, this guide can be an excellent source of inspiration for career pathing. It can help you answer the questions: What's next for me? How else can I contribute?

A special note to my HR peers: Our presence as HR professionals serves as a touchpoint for businesses to stay true to their values and become more employee-friendly and responsive. HR is the home of the candidate experience with the power to transform companies into destination employers of choice with great reputations. We are the heart of the company, as we lend our empathy, resources and guidance to create normalcy and stability in an otherwise tumultuous landscape.

So, be proud—you make a very real difference in the lives of the people you serve and support.

Be great at what you do—hone your craft and keep striving.

And be hopeful—believe in a brighter tomorrow and set yourself up for a big year ahead.

Sincerely,
Chris

Understanding Your Salary Guide

This guide details salary ranges and descriptions of several specific HR positions.

The information and figures inside are based on hundreds of permanent and contract placements made by our HR search and consulting team, as well as tens of thousands of candidates in our applicant tracking system (ATS).

Understanding the latest salary trends and recent hiring outlook is crucial for attracting and retaining top HR talent. Our HR Salary Guide gives you the insight you need to meet the emerging salary expectations and recruit, engage and retain your workforce

HR Industry Report: Four Trends Impacting Hiring in 2023



ANGIE CARSON,
DIRECTOR, HR SEARCH

As one of the Midwest's largest recruiting firms specializing in both consulting and permanent placement, Versique has the benefit of seeing the proverbial forest from the trees when it comes to emerging hiring trends in the HR space. Here are four interesting trends we're watching that will help employers and job seekers alike position themselves for a profitable and productive year ahead.

1. TIMING IS STILL EVERYTHING—BUT THERE'S A NEW HOT SPOT.

A trend we've seen for a while that's continuing to impact hiring is the prevalence of counter offers. We're still seeing so much counter-offer activity in the HR space, which makes it really tough to compete.

Companies who drag out their hiring decisions and whose time to fill is too long continue to lose out on the top talent they need to reach their goals. In this intensely candidate-driven market, we're hard-pressed to assemble a panel of 2-3 candidates before one or more of them accepts another job offer.

And while talent acquisition was our hot spot during the bulk of the COVID-19 crisis, total rewards and mergers and acquisition (M&A) talent needs are now an area of aggressive growth. This is true for both permanent and interim roles like compensation analysts, mergers and acquisitions analysts and project managers.

2. PEOPLE WANT TO SEE THE COMPLETE PACKAGE BEFORE MOVING FORWARD.

We're finding that people won't even consider a full-time opportunity without seeing the complete benefits package first. Things like healthcare, 401(k) and work location are more important than ever to the job seeker's decision-making process. To attract and retain the best professionals, companies must have a comprehensive and high-quality benefits package.

And it should come as no surprise that flexibility will also continue to be key. In 2023 and beyond, there is no more powerful concept than choice. Giving employees the freedom to choose where, how and when they work will continue to be powerful differentiators for companies looking to grow their teams.

3. RETURN-TO-OFFICE PLANS ARE A CHALLENGE FOR EMPLOYERS AND JOB SEEKERS ALIKE.

It's been a hot-button issue for some time: when, how and why companies are going to direct their employees to come back to the office. We've seen a few big companies make decisive moves in this area only to be met with massive attrition in response. So, striking a balance between flexibility and the predictability of a physical work location will continue to be top of mind. And while remote work has certainly expanded geographical search areas, with permanent roles, most companies require employees to be on site at least part of the time. We expect this to continue.

4. HR PROFESSIONALS WILL CONTINUE TO BE CALLED TO SUPPORT PEOPLE IN NEW AND INTERESTING WAYS.

Let's be clear: Last spring, the entire HR professional was utterly exhausted. There is only so much uncertainty and change that an HR pro can handle before burnout hits hard. But the good news is that 2023 should bring less new policy creation so that things can normalize and stabilize a bit. The result will be more transparency from employees about what they need to stay with the company and do their best work. And the elements that foster a more engaged workforce are going to be talked about more than ever before. Self-advocacy will be a regular topic of conversation.

The Most In-Demand Human Resources Roles in 2023

In-Demand Human Resources Executive Search Roles

HUMAN RESOURCES MANAGER

An individual who can lead an HR team while acting as a strategic partner to business lines.

HUMAN RESOURCES DIRECTOR

An HR professional who is responsible for making executive HR decisions regarding policies, practices and strategies.

TALENT ACQUISITION MANAGER

A recruiting professional who drives organization-wide talent acquisition support and recruitment strategy while building strong internal and external relationships.

In-Demand Human Resources Consulting Roles

HUMAN RESOURCES LEADER

A leader who designs, plans and implements human resources programs and policies.

COMPENSATION ANALYST

An HR professional who specializes in all things compensation: program design and administration, analysis, budgeting, implementation plus project support, documentation and education.

2023 Human Resources Salary Ranges

Range depends on company size

TOTAL REWARDS

Compensation/Benefits Coordinator	\$49,000 - \$70,000
Compensation/Benefits Specialist Sr.	\$59,000 - \$81,000
Compensation/Sr. Benefits Analyst Manager	\$75,000 - \$118,000
Director Compensation/Benefits	\$97,000 - \$135,000
Total Rewards	\$129,000 - \$183,000
VP Total Rewards	\$162,000 - \$243,000

TALENT ACQUISITION/RECRUITING

Talent Acquisition/Recruiting Coordinator	\$48,000 - \$64,000
Talent Acquisition/Recruiter	\$65,000 - \$98,000
Senior TA/Sr. Recruiter	\$100,000 - \$130,000
Manager Talent Acquisition/Recruiting	\$95,000 - \$155,000
Director Talent Acquisition/Recruiting	\$140,000 - \$172,000
VP Talent Acquisition/Recruiting	\$151,000 - \$243,000

HUMAN RESOURCES OPERATIONS

(HUMAN RESOURCES INFORMATION SYSTEM (HRIS), PAYROLL, ANALYTICS)

HRIS Analyst	\$59,000 - \$91,000
Sr. HRIS Analyst	\$86,000 - \$135,000
Manager HRIS	\$108,000 - \$140,000
Director HR Operations / HRIS	\$129,000 - \$172,000
VP HR Operations	\$162,000 - \$243,000
Payroll Specialist	\$48,000 - \$64,000
Sr. Payroll Specialist	\$54,000 - \$81,000
Payroll Manager	\$86,000 - \$129,000

2023 Human Resources Salary Ranges

Range depends on company size

LEARNING AND DEVELOPMENT

Training Coordinator	\$43,000 - \$54,000
Training Specialist	\$54,000 - \$70,000
Sr. Learning & Development/Training Specialist	\$81,000 - \$97,000
Instructional Designer	\$64,000 - \$81,000
Manager of Learning & Development	\$86,000 - \$124,000
Director of Learning & Development	\$122,000 - \$168,000

GENERAL HUMAN RESOURCES

HR Coordinator	\$43,000 - \$59,000
HR Generalist	\$54,000 - \$70,000
Sr. HR Generalist	\$64,000 - \$91,000
HR Manager	\$81,000 - \$135,000
Director of HR	\$124,000 - \$172,000
VP of HR	\$151,000 - \$232,000
Chief Human Resources Officer (CHRO)	\$172,000 - \$400,000

TALENT MANAGEMENT/DEVELOPMENT

Manager Talent Management	\$113,000 - \$140,000
Director Talent Management	\$140,000 - \$172,000
Director Organizational Development/Effectiveness	\$135,000 - \$172,000
Director Leadership Development	\$124,000 - \$167,000

DIVERSITY, EQUITY AND INCLUSION

Manager of Diversity, Equity and Inclusion	\$86,000 - \$129,000
Director of Diversity, Equity and Inclusion	\$118,000 - \$172,000
Chief Diversity, Equity and Inclusion Officer	\$189,000 - \$280,000

2023 Human Resources Salaries and Role Overviews: Total Rewards

COMPENSATION/BENEFITS COORDINATOR

\$49,000 - \$70,000

The Compensation/Benefits Coordinator provides guidance regarding compensation and benefits programs while analyzing and administering reports for those programs. Two-plus years of administrative experience is typically required.

COMPENSATION/BENEFITS SPECIALIST

\$59,000 - \$81,000

The Compensation Specialist works with the compensation manager on various projects, including compensation program design, analysis, budgeting, and implementation. This role also administers base pay and bonus programs, including the annual focal review and bonus cycles.

The compensation analyst supports projects such as survey participation and analysis/compensation integration for mergers and acquisitions. This individual documents procedures to streamline processes and ensure compliance with regulatory requirements. They also work with HR to educate managers on compensation issues.

SENIOR COMPENSATION ANALYST

\$75,000 - \$118,000

This position supports the compensation department in developing, implementing, and administering domestic, international, and global compensation policies and programs. This role typically develops and/or participates in compensation surveys to collect and analyze salary information to determine a company's competitive position. The Sr. Compensation Specialist ensures pay structures are competitive, equitable, and cost-effective while also preparing special studies and recommendations on subjects such as merit, budgets, bonus plans, or other compensation-related programs. This role advises corporate staff on pay decisions, policy and guideline interpretation, and job evaluation, including the design of creative solutions to specific compensation-related programs.

MANAGER OF COMPENSATION/BENEFITS

\$90,000 - \$135,000

This role manages the day-to-day operations of the benefits and/or compensation department and designs and modifies benefits and compensation programs and policies. It requires a bachelor's degree with five-plus years of compensation/benefits administrative experience.

2023 Human Resources Salaries and Role Overviews: Total Rewards

DIRECTOR OF TOTAL REWARDS

\$129,000 - \$183,000

Typically, the Director of Total Rewards is responsible for developing short-and-long-term strategies that will give the company's benefits and compensation offered a competitive advantage. Their responsibilities may include developing an annual review process to ensure salary ranges are competitive with market pricing. This individual might also develop and implement a long-term plan for improving benefits.

VICE PRESIDENT OF TOTAL REWARDS

\$162,000 - \$243,000

This role directs the design, development, implementation, administration, and continuous improvement of various programs, including compensation, benefits, rewards, recognition, payroll, and wellness. They also ensure those programs are aligned with the company's total rewards philosophy and strategy, organizational goals, industry best practices, and regulatory requirements. The VP of Total Rewards also provides leadership for total rewards programs, trends, and methodologies, while ensuring compliance with all legal and government regulations related to compensation and benefits programs.

2023 Human Resources Salaries and Role Overviews: Talent Acquisition

TALENT ACQUISITION/RECRUITING COORDINATOR

\$43,000 - \$70,000

A Recruiting Coordinator is responsible for providing administrative support for recruiters. Duties typically include ATS management, report generation, scheduling, prescreening of candidates, and occasionally sourcing. Typically, this role is a good entry point into the industry in either an agency or corporation.

TALENT ACQUISITION RECRUITER

\$65,000 - \$98,000

The Recruiter is responsible for sourcing, screening, and interviewing candidates, as well as writing position descriptions and posting them online. Additionally, they establish and maintain relationships with hiring managers and stay current with the latest hiring trends. This role will generally have more of a candidate sourcing focus. Typically, this role requires three-plus years of recruiting experience in either an agency or corporation.

SENIOR TALENT ACQUISITION/SENIOR RECRUITER

\$100,000 - \$130,000

A Senior Recruiter is responsible for sourcing, screening, and interviewing candidates, as well as writing position descriptions and posting them online. Additionally, they establish and maintain relationships with hiring managers and stay current with the latest hiring trends. This role also generally advises hiring managers on employee staffing policies and procedures. Typically, this role requires seven-plus years of recruiting experience in either an agency or corporation.

MANAGER OF TALENT ACQUISITION/RECRUITING

\$95,000 - \$155,000

The Talent Acquisition manager utilizes various traditional sourcing and recruiting strategies and is often responsible for managing/overseeing a department's recruiting function while also recruiting and sourcing various positions. Typically, this role requires a bachelor's degree with five-plus years of relevant corporate HR recruiting experience.

2023 Human Resources Salaries and Role Overviews: Talent Acquisition

DIRECTOR OF TALENT ACQUISITION/RECRUITING

\$140,000 - \$172,000

This individual oversees all facets of recruiting and hiring within the organization while developing local and national recruiting plans based on company needs. The Director of Talent Acquisition must be able to think creatively as well as manage others. The role requires a bachelor's degree with at least seven-plus years of relevant HR experience.

VICE PRESIDENT OF TALENT ACQUISITION/RECRUITING

\$151,000 - \$243,000

The VP of Talent Acquisition is responsible for the overall TA strategy for an organization. This person will oversee all facets of applicant tracking systems, brand experience, and execution of the organization's talent strategy. The VP of Talent Acquisition must be able to strategically think 10-20 years into the future to help the organization hire the best talent. The role requires a bachelor's degree, a secondary degree, and at least 15+ years of relevant HR experience.

2023 Human Resources Salaries and Role Overviews: HR Operations

HUMAN RESOURCES INFORMATION SYSTEM (HRIS) ANALYST

\$54,000 - \$91,000

The HRIS Analyst is responsible for defining system requirements and working with the business to ensure that the delivery of HRIS system data meets the organization's needs. This individual also facilitates business requirement conversations, documents business requirements, and translates them into detailed design documents.

SENIOR HUMAN RESOURCES INFORMATION SYSTEM (HRIS) ANALYST

\$86,000 - \$135,000

The Sr. HRIS Analyst is responsible for creating and managing system requirements and works with the business to ensure that the delivery of HRIS system data meets the organization's needs. This role can be responsible for system administration, business requirement conversations, documenting business requirements, and translating data into detailed design documents. This role will typically require 5+ years of relevant experience.

MANAGER OF HUMAN RESOURCES INFORMATION SYSTEM (HRIS)

\$108,000 - \$140,000

This leader is responsible for the overall HRIS execution. This person must have systems understanding and a substantial project management background to ensure all team projects remain on track. This person should have the ability to think strategically and act tactically and should be the face of the division that works most closely with business leaders to ensure they are getting what they need. This role will typically require 7+ years of relevant experience.

DIRECTOR OF HUMAN RESOURCES OPERATIONS/ HUMAN RESOURCES INFORMATION SYSTEM (HRIS)

\$129,000 - \$172,000

This role manages, designs, and oversees the implementation of policies and procedures related to HR systems. The Director of HR Operations/HRIS must be able to both manage others and think creatively. It requires a bachelor's degree with 7+ years of relevant experience.

2023 Human Resources Salaries and Role Overviews: HR Operations

VICE PRESIDENT OF HUMAN RESOURCES OPERATIONS

\$162,000 - \$243,000

This strategic leader must have the ability to think 5-10 years into the future to ensure the human resources department is equipped to handle changes in the technology and employment landscape. This role oversees the entire Human Resource operation from HRIS to payroll. It has a heavy systems requirement but is also focused on policies and procedures related to organizational development and effectiveness. It may require a secondary degree with 15+ years of relevant experience. The VP of HR Operation/HRIS must be able to think creatively and influence others.

PAYROLL SPECIALIST

\$54,000 - \$81,000

This role is responsible for supporting the overall payroll function by entering and extracting payroll information, cutting checks, and updating payroll software with updates and corrections. This tactical role is vital but doesn't require a degree. It is often a good entry point into HR.

SENIOR PAYROLL SPECIALIST

\$129,000 - \$172,000

This role is responsible for supporting the overall payroll function by interfacing with employees and answering payroll questions. In smaller companies, this role will be responsible for entering and extracting payroll information, cutting checks, and updating payroll software with updates and corrections. This role requires 3+ years of relevant experience.

PAYROLL MANAGER

\$86,000 - \$129,000

This role is responsible for the overall management of the payroll team. They are required to manage the day-to-day operation of the team's performance. This role can still be tactical within smaller companies and be involved with running the payroll and cutting checks. This role demands good technical skills and a detailed mindset. The person should also have the ability to influence others.

2023 HR Salaries and Role Overviews: Learning and Development

TRAINING COORDINATOR **\$43,000 - \$54,000**

The Training Coordinator will typically be part of a team of designers, trainers, and specialists. They are responsible for the administration and coordination of an implemented L&D strategy. Tasks may include coordinating logistics, administering systems and managing data reporting, completing data entry, managing budgets, tracking program expenses, managing various communications, managing the tracking of projects, and more. The role typically requires three-plus years of administrative and/or training administrative experience.

SENIOR LEARNING AND DEVELOPMENT/TRAINING SPECIALIST **\$81,000 - \$97,000**

The Sr. Learning & Development/Training Specialist will lead the L&D efforts of training creation initiatives and may provide work direction for others on the team. This role will include content and curriculum development, learning platform management, as well as the roll-out of training programs. This work may also include actual training of content in various forms, such as eLearning, webinars, classroom formats, and more. The Sr. L&D/Training Specialist will work closely with stakeholders and team members and provide recommendations for solutions and delivery methods. This role typically requires five-plus years of L&D experience, along with LMS platform knowledge.

INSTRUCTIONAL DESIGNER **\$64,000 - \$81,000**

An Instructional Designer will focus on developing a learning design strategy with the L&D team. They generally create content and curriculum through storyboarding and often develop training courses using tools such as Storyline, Captivate, Camtasia, and more. This role is more computer-based and behind-the-scenes than an L&D/ Training Specialist role. This role typically requires three-plus years of designing experience.

2023 HR Salaries and Role Overviews: Learning and Development

MANAGER OF LEARNING AND DEVELOPMENT **\$86,000 - \$124,000**

The Manager of Learning and Development will typically manage a team of coordinators, designers, and trainers. They are responsible for the execution of the L&D strategy that is set forth by the Director of L&D. This person needs to be able to think 1-2 years ahead and must have the ability to hold their team accountable to the projects that are assigned. The role typically requires five-plus years of experience in curriculum/eLearning design.

DIRECTOR OF LEARNING AND DEVELOPMENT **\$122,000 - \$168,000**

The Director of Learning and Development creates and implements learning development strategies across the organization. They are also responsible for establishing a long-term strategy for leadership development. The role typically requires 8-plus years of experience in curriculum/eLearning design.

2023 Human Resources Salaries and Role Overviews: General Human Resources

HUMAN RESOURCES COORDINATOR

\$43,000 - \$59,000

The HR Coordinator supports various HR functions, including recruitment, compensation, and generalists. This role will be responsible for data entry, the filing of paperwork, generation of reports, and day-to-day tasks, which allows others to support the business leaders. Typically, this position requires a bachelor's degree and one-plus years of related experience.

HUMAN RESOURCES GENERALIST

\$54,000 - \$70,000

The HR Generalist collects and tracks human resources trends, offers reviews, interprets data, and recommends changes to HR policies. This role also administers various HR functions, including recruitment, compensation studies, employee relations, reviews, leaves of absence, etc. Typically, this position requires a bachelor's degree and three-plus years of related experience.

SENIOR HUMAN RESOURCES GENERALIST

\$100,000 - \$130,000

The Sr. HR Generalist administers HR policies and procedures and supports various areas, including employee benefits and compensation, training, recruiting, etc. This role is responsible for the collection and analysis of HR data and typically requires four-plus years of experience in an HR generalist capacity.

HUMAN RESOURCES MANAGER

\$81,000 - \$135,000

An HR Manager designs, plans, and implements various human resources programs and policies related to staffing, compensation, employee relations, and training. This role may have HR generalists directly reporting to them and requires a bachelor's degree plus six-plus years of relevant experience. Typically, the HR Manager reports to a department head.

2023 Human Resources Salaries and Role Overviews: General Human Resources

HUMAN RESOURCES BUSINESS PARTNER/ SENIOR HUMAN RESOURCES BUSINESS PARTNER

\$86,000 - \$162,000

An HR Business Partner manages and resolves complex employee relations issues and works with department heads and senior executives to align business objectives with employees in various HR business units. This role serves as a consultant and liaison to executives on HR-related issues. It requires a bachelor's degree with four-plus years of related HR experience.

DIRECTOR OF HUMAN RESOURCES

\$124,000 - \$172,000

The Director of HR plans, directs, and executes policies related to recruiting and interviewing, as well as training and development. They develop and oversee HR strategies, initiatives, and employees within the HR department. This role requires a bachelor's degree with at least eight-plus years of experience and typically reports to senior level executives.

VICE PRESIDENT OF HUMAN RESOURCES

\$151,000 - \$232,000

The Vice President of HR plans and directs all aspects of an organization's HR procedures, initiatives, and objectives. They also ensure company compliance with applicable labor and employment laws. This role requires a bachelor's degree with at least 13-plus years of HR leadership experience and typically reports to company management.

CHIEF HUMAN RESOURCES OFFICER (CHRO)

\$172,000 - \$400,000

The Chief Human Resource Officer (CHRO) is responsible for developing and executing human resource strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, change management, organizational & performance management, training & development, and compensation. The CHRO provides strategic leadership by articulating HR needs and plans to the executive management team, shareholders, and the board of directors.

2023 Human Resources Salaries and Role Overviews: Talent Management/Development

MANAGER OF TALENT MANAGEMENT

\$113,000 - \$140,000

The HRIS Analyst is responsible for defining system requirements and working with the business to ensure that the delivery of HRIS system data meets the organization's needs. This individual also facilitates business requirement conversations, documents business requirements, and translates them into detailed design documents.

DIRECTOR OF TALENT MANAGEMENT

\$140,000 - \$172,000

The Director of Talent Management is responsible for the strategic direction of talent acquisition, performance management, employee engagement, and learning and development. This leader must understand the organizational needs and assess the current state, define future standing, and build a roadmap to grow the employees within the organization. This role typically requires more than 10 years of experience

DIRECTOR OF ORGANIZATIONAL DEVELOPMENT/EFFECTIVENESS

\$135,000 - \$172,000

The responsibilities of this title can often be similar to the Director of Talent Management. The leader of Organization Development and Organizational Effectiveness is responsible for the strategic plans to ensure the correct employees are in the right seats and that the correct roles are created within the organization. This leader must have the ability to understand the business needs within the organization and create and develop the correct competencies within the entire organization. This role needs to have the ability to think five-plus years into the future to understand ideal organizational structure and planning.

DIRECTOR OF LEADERSHIP DEVELOPMENT

\$124,000 - \$167,000

This leader is responsible for the professional growth of all employees within an organization. The Director of L&D will often have a team of two to 15 reporting to them. This leader must identify the organization's employee competencies and build a corporate training function that allows each employee to train toward the growth of those competencies. Leaders within this role need to have the ability to influence and work with top levels within the organization. They must be able to assess the current state, imagine the future state, and build a roadmap to the desired result.

2023 HR Salaries and Role Overviews: Diversity, Equity, Inclusion and Accessibility (DEI&A)

MANAGER OF DIVERSITY, EQUITY AND INCLUSION **\$86,000 - \$129,000**

The Diversity, Equity and Inclusion Manager oversees the administration of programs that promote employee diversity & inclusion and designs and implements procedures to ensure that employees comply with internal diversity policies and applicable diversity laws and regulations. They also oversee investigations into alleged discrimination and lead the organization's response in related regulatory proceedings. In addition, this position is responsible for compliance with EEO record-keeping requirements and the delivery of diversity training programs, as well as providing input to strategic decisions that affect the functional area of responsibility. They may also give input into developing the budget. Typically requires three-plus years of managerial experience and a bachelor's degree.

DIRECTOR OF DIVERSITY, EQUITY AND INCLUSION **\$118,000 - \$172,000**

The Director of Diversity, Equity and Inclusion is involved in attracting, retaining, and training a talented and diverse workforce. They direct the organization's diversity programs and can work cross-functionally across the organization at all levels. They must also create and implement training programs to educate employees and offer support and knowledge. The Director of Diversity, Equity, & Inclusion manages a departmental function within a broader corporate function. The Director is in charge of making any necessary changes or adjustments to ensure compliance and sensitivity to all employees' needs. These individuals must demonstrate expertise in a variety of the field's concepts, practices, and procedures. This position usually requires a bachelor's degree. The Director of DE&I typically reports to top leadership, most frequently Chief People Officer/CHRO or Chief Executive Officer.

CHIEF DIVERSITY, EQUITY AND INCLUSION OFFICER **\$118,000 - \$172,000**

The Chief Diversity, Equity and Inclusion Officer is involved in attracting, retaining, and training a talented and diverse workforce. This person is responsible for strategic oversight of the organization's diversity programs. They must be updated regarding changes in regulatory and market changes that could affect any diversity program. They are also expected to study, develop, and implement training programs to educate employees and offer support and knowledge. In addition, the Chief Diversity Officer makes any necessary changes or adjustments to ensure compliance and sensitivity to the needs of all employees. This role is typically most efficient when reporting to the Chief Executive Officer.

Meet The Team

At Versique, our team is primarily comprised of former HR practitioners: vice presidents, benefits managers, directors of talent acquisition, HR directors, etc. So, when you work with us, you're working with experts who decades in your field and know what it takes to be successful and fulfilled. You might not find this depth of knowledge elsewhere. And we truly look forward to helping you find your next top performer or a new chapter in your career.



CHRIS DARDIS,
PRESIDENT OF
INTERIM SOLUTIONS

Chris Dardis is the President of Interim Solutions. Chris has more than 19 years of experience in corporate HR leadership and the executive search and consulting industry. This combined experience provides Chris with the unique ability to truly understand his clients' human capital needs and offer strategic solutions.



JENNA ESTLICK,
VICE PRESIDENT OF
INTERIM SOLUTIONS

Jenna is a seasoned professional HR practitioner who brings with her more than 13 years corporate HR experience. Thoughtful, approachable and collaborative, Jenna builds strong relationships and trust by taking the time to understand her clients' businesses and creating solutions to meet their short and long-term needs. Jenna draws on her vast HR experience while staying curious and seeking opportunities to learn.



ANGIE HOWARD,
MANAGING DIRECTOR
OF RECRUITING,
HR INTERIM SOLUTIONS

Angie leads the team responsible for identifying top HR consulting talent and matching them with great opportunities. She takes great pride in creating strong relationships with candidates to find meaningful roles that their build careers and align with their full potential and aspirations.



ANGIE CARSON,
DIRECTOR OF HR SEARCH
DIRECT HIRE

Angie Carson is an executive recruiter on Versique's HR Search team and strives to be the perfect matchmaker between our candidates and clients every day. Passionate about building a strong network of HR professionals with diverse backgrounds and experiences, Angie forges connections that help clients strengthen their internal teams and candidates take the next step on their career journey.



ALI JONSWOLD,
DIRECTOR OF HR SEARCH
DIRECT HIRE

Ali a decade of HR experience to Versique, having worked in both corporate leadership and agency recruiting. Ali's success comes from connecting people and opportunities. She leverages her HR background and sociability to find the perfect candidate match for each client. Ali is an attentive, approachable and synergetic leader who builds strong relationships through kindness and trust.

Meet The Team



KIM GABRIELSE,
DIRECTOR OF
CLIENT PARTNERSHIPS



JON KOSS,
DIRECTOR OF
CLIENT PARTNERSHIPS



JENNY KRIHA,
DIRECTOR OF
CLIENT PARTNERSHIPS



COLEE BEAN,
SENIOR RECRUITER



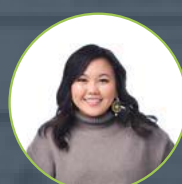
KELLY DAVIS,
DIRECTOR OF
CLIENT PARTNERSHIPS



TIM JOHNSTAD,
TALENT ACQUISITION
SPECIALIST



DARRIN OLMSCHIED,
RECRUITER



ZOUA VANG,
TALENT ACQUISITION
COORDINATOR



ARIEL CUA HER,
TALENT ACQUISITION
COORDINATOR



About Versique

WE BELIEVE PEOPLE ARE THE ULTIMATE BUSINESS ADVANTAGE.

Versique is a high-performance recruiting firm that specializes in interim solutions, direct hire, and executive leadership search. Our team of experienced professionals and seasoned leaders across various areas of expertise and industries have been in your shoes. We can quickly assess your whole people picture and identify the elements that will take your business to the next level.

The Versique brand represents a powerful combination of “versatile” and “unique” as it hints at the concept of “search” in its pronunciation: ver-seeek.

OUR AREAS OF EXPERTISE:

-  Human Resources
-  Demand Generation & Marketing
-  Engineering & Operations
-  Finance & Accounting
-  Information Technology

BROAD INDUSTRIES WE SERVE:

-  Healthcare Leadership
-  Consumer Packaged Goods
-  Private Equity
-  Banking & Financial Services
-  Manufacturing
-  Family-Owned

At Versique, we believe people are more than a resume. People invent, propel, unearth, and build. They transform teams, markets, industries, and bottom lines. People do more than just fill an open position. They open greater potential. We're here to help fill your human potential and build your human capacity. Let's find your people together. And make the best possible.

For the past four years, Versique has been recognized as a Star Tribune Top Workplace, and was awarded a Best Place to Work in 2022 by the Minneapolis/St. Paul Business Journal. Versique also ranks as one of the top 25 most socially/marketing engaged staffing firms in the country and #1 in Minnesota by LinkedIn.

Contact OUR HUMAN RESOURCES TEAM
