

HUMAN RESOURCES

# Salary Guide

# 2024



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# Letter from the Editor



CHRIS DARDIS,  
PRESIDENT OF INTERIM SOLUTIONS

In the face of a new year, we're carving out intentional time to reflect on the lessons learned in 2023 to prepare us for a more prosperous 2024. Like you, we're closely monitoring economic shifts and are fully prepared to support our candidates and clients through whatever lies ahead. While a recession seems unlikely, the path forward does carry a sense of uncertainty.

This year, we saw the national unemployment rate peak at 3.9%, a significant drop from the 14% high during the height of COVID in 2020. Looking ahead, expert predictions suggest a more optimistic cap at around 4.2% in 2024. And yet, the market still leans towards a scarcity of qualified candidates, highlighting the need for employers to focus not just on attracting but also retaining top talent.

This strategic approach is not exclusive to recessionary periods, but it does take on new urgency in today's market. Understanding what today's jobseekers want now and moving forward and effectively communicating how your company stands out from the rest is crucial.

That's exactly why we created this guide.

For employers, this guide is a solid benchmark on market trends and expert advice to consult all year long.

And for jobseekers, consider this a powerful negotiation tool to help you align your compensation expectations with current market rates. It's equally useful for professionals who are happy in their current roles but want to ensure that their salaries are competitive with market standards.

For those eyeing a new beginning in 2024, our guide offers inspiration and clarity. It helps you explore questions like "What's my next move?" or "How can I contribute further?"

**To my fellow HR professionals:** Our role is pivotal in guiding businesses to uphold their core values and evolve into more employee-centric and responsive organizations. We have the opportunity every day to shape a more positive and memorable candidate experience and position companies as desirable places for people to want to add value and grow. It's up to us to bring empathy, resources, and guidance to help candidates navigate these changing times with a sense of normalcy and stability.

So, as we navigate hiring in 2024, let's go forth with optimism, determination, and a dedicated focus on fostering positive change for employers and jobseekers alike.

Best regards,  
Chris Dardis

# HR Industry Report: Five Trends Impacting Hiring in 2024



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As we look back on 2023, it's clear that the Human Resources industry has gone through some transformational changes that have required companies to be nimble in their approach to hiring. These shifts are an important reminder of just how dynamic and adaptable our professional world is, and a call to always be ready to embrace new challenges and opportunities.

Here are five trends that will make the greatest impact in 2024:

## 1. REMOTE AND HYBRID MODELS ARE HERE TO STAY.

The shift towards remote and hybrid work models has pushed HR professionals to rethink traditional hiring practices. Now, there's a greater focus on evaluating candidates' ability to adapt to these flexible and dynamic work environments.

## 2. TECHNOLOGY IS HELPING HR PROFESSIONALS HAVE A GREATER IMPACT.

The use of technology in recruitment processes has seen a notable increase, revolutionizing how candidates are sourced, screened, and assessed. This trend highlights the importance of balancing technological efficiency with the essential human element in decision-making.

## 3. DIVERSITY, EQUITY, AND INCLUSION (DEI) ARE NONNEGOTIABLE.

Diversity, equity, and inclusion (DEI) are no longer just buzzwords but critical elements in recruitment strategies. Companies that actively seek diverse talent pools aren't just doing the right thing—they'll also have a clear advantage in driving innovation and fostering an inclusive workplace culture.

## 4. SKILLS-BASED HIRING IS THE WAY FORWARD.

There's a growing trend of prioritizing skills over academic degrees in hiring processes. HR professionals are marking a shift towards more dynamic and skill-focused recruitment by placing higher value on candidates' practical abilities, adaptability, and potential for growth.

## 5. INVESTING IN EMPLOYEES' SKILL DEVELOPMENT IS A WIN-WIN FOR ALL.

As technological advancements continue, upskilling and reskilling initiatives are becoming more crucial. There's an expected increase in the need for ongoing learning and development programs to keep pace with how quickly tech is evolving in the workplace.

All these trends point to one thing: the HR landscape is changing, big time. As you navigate this field, remember, your ability to adapt and think creatively will be your greatest asset. Embrace the evolving dynamics of the workforce with enthusiasm—it's an opportunity for you to make a real impact and drive meaningful change.

# The Most In-Demand Human Resources Roles in 2024

## In-Demand Human Resources Executive Search Roles

### CHIEF HUMAN RESOURCES OFFICER

Senior Leader who oversees the organization's HR practice and acts as a strategic partner to the C-Suite.

### VICE PRESIDENT OF HUMAN RESOURCES

Leader who provides executive-level guidance and policy to all organizations HR operations.

### SENIOR HUMAN RESOURCES DIRECTOR

A seasoned HR professional who is responsible for making executive HR decisions regarding plans, practices, and strategies.

### DIRECTOR OF TOTAL REWARDS

An executive responsible for shaping and leading the reward strategy of the organization to attract, retain, engage, and motivate employees, as well as advising business leaders on the best practices for total reward processes.

## 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.

# 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). We also use CompAnalyst market data to analyze compensation pay practices from a range of 25th to 75th percentile in the local market.

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 emerging salary expectations and recruit, engage and retain your workforce.

# 2024 Human Resources Salary Ranges

\*Range depends on company size\*

## TOTAL REWARDS

Compensation/Benefits Coordinator	\$54,000 - \$68,000
Compensation/Benefits Specialist Sr.	\$73,000 - \$87,000
Compensation/Benefits Supervisor	\$103,000 - \$132,000
Compensation/Benefits Manager	\$120,000 - \$151,000
Director, Compensation/Benefits	\$165,000 - \$204,000
VP Total Rewards	\$190,000 - \$210,000

## TALENT ACQUISITION/RECRUITING

Talent Acquisition/Recruiting Coordinator	\$51,000 - \$66,000
Talent Acquisition/Recruiter	\$68,000 - \$85,000
Senior TA/Sr. Recruiter	\$106,000 - \$130,000
Manager Talent Acquisition/Recruiting	\$113,000 - \$144,000
Director Talent Acquisition/Recruiting	\$164,000 - \$200,000
VP Talent Acquisition/Recruiting	\$185,000 - \$234,000

## LEARNING AND DEVELOPMENT

Training Coordinator	\$52,000 - \$66,000
Training Specialist	\$62,000 - \$85,000
Sr. Learning & Development/Training Specialist	\$100,000 - \$128,000
Instructional Designer	\$104,000 - \$130,000
Manager of Learning & Development	\$102,000 - \$132,000
Director of Learning & Development	\$154,000 - \$200,000

# 2024 Human Resources Salary Ranges

\*Range depends on company size\*

## HUMAN RESOURCES OPERATIONS

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

HRIS Analyst	\$58,000 - \$73,000
Sr. HRIS Analyst	\$90,000 - \$111,000
Manager HRIS	\$118,000 - \$147,000
Director HR Operations / HRIS	\$141,000 - \$172,000
VP HR Operations	\$195,000 - \$255,000
Payroll Specialist	\$57,000 - \$72,000
Sr. Payroll Specialist	\$77,000 - \$97,000
Payroll Manager	\$108,000 - \$140,000

## GENERAL HUMAN RESOURCES

HR Coordinator	\$49,000 - \$60,000
HR Generalist	\$68,000 - \$90,000
Sr. HR Generalist	\$93,000 - \$114,000
HR Manager	\$114,000 - \$137,000
Director of HR	\$160,000 - \$213,000
VP of HR	\$191,000 - \$253,000
Chief Human Resources Officer (CHRO)	\$256,000 - \$382,000
HR Business Partner	\$78,000 - \$95,000
Sr. HR Business Partner	\$108,000 - \$122,000
HR Business Partner, Director	\$140,000 - \$175,000





# 2024 Human Resources Salary Ranges

\*Range depends on company size\*

## TALENT MANAGEMENT/DEVELOPMENT

Manager Talent Management	\$114,000 - \$153,000
Director Talent Management	\$153,000 - \$200,000
Director Organizational Development/Effectiveness	\$166,000 - \$212,000
Director Leadership Development	\$174,000 - \$216,000

## DIVERSITY, EQUITY AND INCLUSION

Manager of Diversity, Equity and Inclusion	\$122,000 - \$153,000
Director of Diversity, Equity and Inclusion	\$176,000 - \$232,000
Chief Diversity, Equity and Inclusion Officer	\$199,000 - \$273,000

## 2024 Human Resources Salaries and Role Overviews: Total Rewards

### **COMPENSATION/BENEFITS COORDINATOR**

**\$54,000 - \$68,000**

Administers and maintains company benefits programs. Informs and guides employees on benefits matters regarding eligibility, coverage and provisions. Compiles and maintains benefits records and documentation. May require a bachelor's degree. Typically reports to a supervisor or manager.

### **COMPENSATION/BENEFITS SPECIALIST SR.**

**\$73,000 - \$87,000**

Analyzes, designs, and administers employer compensation programs and benefit programs. Designs and communicates pay structures, grades, and compensation budgets. Develops and administers benefits programs and communicates eligibility and coverage information to employees. Advises managers on effective pay decisions. Develops and maintains job descriptions and job architecture. Participates in compensation surveys, conducts research and analysis on market competitiveness, pay equity, and compensation trends. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

### **COMPENSATION/BENEFITS SUPERVISOR**

**\$103,000 - \$132,000**

Analyzes, designs, and administers employer compensation programs and benefit programs. Designs and communicates pay structures, grades, and compensation budgets. Develops and administers benefits programs and communicates eligibility and coverage information to employees. Advises managers on effective pay decisions. Develops and maintains job descriptions and job architecture. Participates in compensation surveys, conducts research and analysis on market competitiveness, pay equity, and compensation trends. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## 2024 Human Resources Salaries and Role Overviews: Total Rewards

### **COMPENSATION/BENEFITS MANAGER**

**\$120,000 - \$151,000**

Manages the design, implementation, administration, communication, and ongoing evaluation of the organization's compensation and benefits programs, policies, and procedures. Ensures that compensation and benefits programs support the organization's business objectives and meet all legal requirements. Develops and manages compensation and benefits budgets. Oversees compensation processes, including survey participation, job evaluation, salary structure development, base pay administration, incentive plan design and analysis. Manages benefits planning and programs including health and welfare, retirement, and work life. May select and manage outsourced providers. Requires a bachelor's degree. Typically reports to the head of a unit/department.

### **DIRECTOR, COMPENSATION/BENEFITS**

**\$165,000 - \$204,000**

Leads a team in developing, implementing, communicating, and administering compensation and benefits programs, policies, and procedures. Supervises daily compensation and benefit operations including survey participation, job evaluation, salary structure development, base pay administration, incentive plan design and analysis, planning for health and welfare, retirement, and work life benefits. Coordinates with outsourced providers. May provide customer support to managers and staff with compensation or benefits questions. May require a bachelor's degree. Typically reports to a manager or head of a unit/department.

### **VICE PRESIDENT OF TOTAL REWARDS**

**\$190,000 - \$210,000**

Plans and directs compensation and benefits policies, objectives, and initiatives. Engages in high-level strategic planning of compensation and benefits programs designed to attract and retain employees. Ensures compensation and benefits programs remain within budgetary constraints and align with organizational goals. Monitors trends, provides recommendations, and suggests initiatives. Consults with legal and financial professionals to ensure compliant and financially sound programs. Evaluates vendors, negotiates and completes contracts. Requires a bachelor's degree. Typically reports to top management.

## 2024 Human Resources Salaries and Role Overviews: Talent Acquisition

### TALENT ACQUISITION/RECRUITING COORDINATOR

**\$51,000 - \$66,000**

Coordinates and assists with sourcing and evaluating talent for potential opportunities within an organization. Reviews resumes, conducts initial screening interviews, assists with assessing and ranking prospective talent. Assists with developing job descriptions for advertising and posting on internal sites and with external agencies. Coordinates participation in career fairs and building pipelines. Launches offer letters and coordinates new hire onboarding. Provides support in planning and strategizing future workforce needs. May require an associate degree. Typically reports to a supervisor or manager.

### TALENT ACQUISITION RECRUITER

**\$68,000 - \$85,000**

Attracts, evaluates, and refers candidates for open positions through recruiting website, employee referrals, on-site recruiting, search firms and other sourcing methods. Develops job advertisements and screens resumes/applications. Contacts candidates to ascertain fit, and schedules interviews. Extends offers and negotiates compensation. Initiates onboarding plan for new hires. Ensures assigned positions are filled efficiently and effectively. May facilitate orientation for new employees and perform exit interviews for employees leaving the organization. May require a bachelor's degree in human resources. Typically reports to a supervisor or manager.

### SENIOR TALENT ACQUISITION/SENIOR RECRUITER

**\$106,000 - \$130,000**

Attracts, evaluates, and refers candidates for open positions through recruiting website, employee referrals, on-site recruiting, search firms and other sourcing methods. Develops job advertisements and screens resumes/applications. Contacts candidates to ascertain fit, and schedules interviews. Extends offers and negotiates compensation. Initiates onboarding plan for new hires. Ensures assigned positions are filled efficiently and effectively. May facilitate orientation for new employees and perform exit interviews for employees leaving the organization. Requires a bachelor's degree in human resources. Typically reports to a manager or director.

## 2024 Human Resources Salaries and Role Overviews: Talent Acquisition

### MANAGER OF TALENT ACQUISITION/RECRUITING

**\$113,000 - \$144,000**

Implements and manages talent acquisition strategies and processes to proactively build and maintain a quality talent pipeline by sourcing passive and active candidates. Analyzes current and future organizational workforce needs and implements plans to ensure quality staffing continuity. Understands external labor market conditions and establishes networks to build relationships with candidates, agencies, schools, and associations and attract diverse quality talent. Screens resumes, evaluates assessment results, and interviews candidates to identify potential placement and fit. Requires a bachelor's degree. Typically reports to a director.

### DIRECTOR OF TALENT ACQUISITION/RECRUITING

**\$164,000 - \$200,000**

Directs, plans, and develops strategies and processes to attract, proactively build, and maintain a quality talent pipeline and fill open positions by sourcing passive and active candidates. Identifies current and future workforce needs. Assesses external labor market conditions, develops the most effective, economical, and appropriate sources/channels and methods to recruit talent. Executes a strategy to position the organization as a preferred employer. Builds and maintains relationships with potential candidates, recruitment agencies, schools, and associations. Ensures candidate pipeline is sufficient to meet workforce needs and all sourcing and talent acquisition activities are consistent with organization's policies and standards. Requires a bachelor's degree. Typically reports to top management.

### VICE PRESIDENT OF TALENT ACQUISITION/RECRUITING

**\$185,000 - \$234,000**

Develops and administers strategic initiatives, policies and processes to that proactively build and maintain a quality talent pipeline and fill open positions. Aligns talent acquisition and recruitment initiatives with organizational goals and current and future workforce needs. Assesses external labor market conditions, establish and promote brand to attract quality talent. Builds and maintains strategic relationships with internal and external stakeholders. Serves as advisor to senior leadership on talent acquisition and recruiting activities. Requires a bachelor's degree. Typically reports to top management.

## 2024 Human Resources Salaries and Role Overviews: HR Operations

### **HUMAN RESOURCES INFORMATION SYSTEM (HRIS) ANALYST**

**\$58,000 - \$73,000**

Administers, develops, and researches the Human Resources Information System (HRIS). Configures the system to meet ongoing business needs and generates reports to support HR functions, including compensation, compliance, performance management, and workforce analytics. Ensures that data is accurately processed and maintained according to organization rules and applicable regulations. May be responsible for defining system requirements and working with external vendors to evaluate and select HRIS software and systems. Typically requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

### **SENIOR HUMAN RESOURCES INFORMATION SYSTEM (HRIS) ANALYST**

**\$90,000 - \$111,000**

Administers, develops, and researches the Human Resources Information System (HRIS). Configures the system to meet ongoing business needs and generates reports to support HR functions, including compensation, compliance, performance management, and workforce analytics. Ensures that data is accurately processed and maintained according to organization rules and applicable regulations. May be responsible for defining system requirements and working with external vendors to evaluate and select HRIS software and systems. Typically requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

### **MANAGER OF HUMAN RESOURCES INFORMATION SYSTEM (HRIS)**

**\$118,000 - \$147,000**

Manages and oversees an organization's Human Resources Information Systems (HRIS). Develops, implements, and modifies software and hardware requirements based on changing business requirements. Maintains internal database files and tables and develops custom reports to meet the requirements of company management and staff. Provides the necessary training to meet end users needs. Typically requires a bachelor's degree or its equivalent. Typically reports to Director.

## **2024 Human Resources Salaries and Role Overviews:**

# **HR Operations**

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

**\$141,000 - \$172,000**

Directs the operations of an organization's human resource information systems. Analyzes business requirements and determines hardware and software requirements to meet data management needs. Ensures the integrity of internal database files, tables and reports. May develop integrated web-based HR programs. Requires a bachelor's degree. Typically reports to top management.

### **VICE PRESIDENT OF HUMAN RESOURCES OPERATIONS**

**\$195,000 - \$255,000**

Plans and directs all aspects of an organization's human resource information system(s). Develops, implements, and maintains HRIS system(s) to meet an organization's needs and objectives. Researches, evaluates, tests and selects the necessary hardware and software needed to achieve the goals of the department. Requires a bachelor's degree. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Typically reports to top management.

### **PAYROLL SPECIALIST**

**\$57,000 - \$72,000**

Responsible for the accurate preparation, documentation, distribution and reconciliation of payroll and the administration of the payroll system. Reviews the computation of pay and associated deductions for accuracy. Maintains up-to-date knowledge of city, state, provincial, local, and federal legislation affecting payroll; understands and follows applicable provisions. Prepares required tax filings and other reporting. May coordinate payroll processing with an outside service provider. Responds to and resolves any inquiries regarding paychecks or payroll reporting. Ensures payroll issues are escalated and resolved promptly. May require an associate degree or equivalent. Typically reports to a manager or head of a unit/department.

## **2024 Human Resources Salaries and Role Overviews:**

# **HR Operations**

### **SENIOR PAYROLL SPECIALIST**

**\$77,000 - \$97,000**

Responsible for the accurate preparation, documentation, distribution and reconciliation of payroll and the administration of the payroll system. Reviews the computation of pay and associated deductions for accuracy. Maintains up-to-date knowledge of city, state, provincial, local, and federal legislation affecting payroll; understands and follows applicable provisions. Prepares required tax filings and other reporting. May coordinate payroll processing with an outside service provider. Responds to and resolves any inquiries regarding paychecks or payroll reporting. Ensures payroll issues are escalated and resolved promptly. Requires an associate degree or equivalent. Typically reports to a manager or head of a unit/department.

### **PAYROLL MANAGER**

**\$108,000 - \$140,000**

Responsible for managing payroll processing operations. Establishes policies and processes that ensure accurate calculation of wages, tax withholdings, and company deductions. Interfaces between finance and human resource departments to provide accurate and useful information. Develops and produces payroll-related statistical reports. Ensures accurate and on-time governmental reporting and compliance. Oversees the activities and training of both professionals and support staff. Directs the resolution of complex issues or errors. Requires a bachelor's degree. Typically reports to a director.



## 2024 HR Salaries and Role Overviews: Learning and Development

### TRAINING COORDINATOR

**\$52,000 - \$66,000**

Responsible for clerical and administrative duties related to the delivery of training and organizational development programs. Schedules training events, coordinates with instructors, obtains and distributes required instructional materials, and communicates schedules and details. Processes enrollments and answers routine inquiries regarding courses, schedules, and locations. Uses an information system or database to enter data and produce reports on training statistics, inventory levels or assessments of the programs and instructors. Coordinates additional services including technical equipment, meals and refreshments, housekeeping, maintenance or repair. Requires a high school diploma or equivalent. Typically reports to a supervisor.

### TRAINING SPECIALIST

**\$62,000 - \$85,000**

Delivers company training programs and workshops to employees and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Contributes to new training program design and existing program enhancements. Assists in the development and creation of lesson plans and training aids. May specialize in a particular subject, training program, or function of the company. Training programs may typically include topics such as supervisory/management training, work skills training, team building, and communications. Requires a bachelor's degree. Typically reports to a manager.

### SENIOR LEARNING AND DEVELOPMENT/TRAINING SPECIALIST

**\$100,000 - \$128,000**

Delivers company training programs and workshops to employees and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Develops new training program design and existing program enhancements including lesson plans and training aids. May specialize in a particular subject, training program, or function of the company. Training programs may typically include topics such as supervisory/management training, work skills training, team building, and communications. Requires a bachelor's degree. Typically reports to an executive or head of a unit/department.

## 2024 HR Salaries and Role Overviews: Learning and Development

### **INSTRUCTIONAL DESIGNER**

**\$104,000 - \$130,000**

Designs and develops training programs, curriculum, methods, and materials for various audiences, including employees, managers, customers, or other learners. Conducts skill assessments and collects input to identify training or development needs, goals, gaps, and requirements. Consults with subject matter experts to define learning objectives and to design appropriate course content and training curriculum. Develops curricula supporting defined competency models or skill frameworks. Writes and edits outlines, syllabus, lecture notes, and materials for in-person or online courses and self-study programs. Evaluates the software or collaboration tools to be selected for training. Establishes metrics to use to evaluate training effectiveness. May collaborate with vendors that provide training materials or conduct training. May coach trainers. Requires a bachelor's degree. Typically reports to a manager.

### **MANAGER OF LEARNING AND DEVELOPMENT**

**\$77,000 - \$97,000**

Designs, plans, and implements training programs, policies, and procedures. Collaborates with functional teams to assess ongoing and future training and development needs and the effectiveness of established programs. Researches new training techniques and suggests enhancements to existing training programs to meet the organization's changing needs. Engages with vendors providing supplemental training programs or training content. Ensures that training resources and delivery methods are kept up to date and are effective. Requires a bachelor's degree. Typically reports to a head of a unit/department.

### **DIRECTOR OF LEARNING AND DEVELOPMENT**

**\$154,000 - \$200,000**

Directs the design, planning, and implementation of corporate training programs aligned with the objectives and strategy of the company. Collaborates with functional management teams to assess ongoing and future training and development needs as well as effectiveness of established programs. Develops a program delivery schedule that provides training as needed and in locations that work for the participants. Provides engaging communications about program information to encourage participation and highlight the value and benefits of training. Approves new training techniques and suggests enhancements to existing training programs. Oversees and establishes relationships with vendors to provide additional outside training programs. Manages and develops training professionals. Requires a bachelor's degree. Typically reports to top management.

## 2024 Human Resources Salaries and Role Overviews: General Human Resources

### HUMAN RESOURCES COORDINATOR

**\$49,000 - \$60,000**

Provides administrative support to one or more human resources functions, including recruiting, employee/labor relations, compensation, benefits, training, equal employment opportunity, and/or employee records. Processes HR department applications, including employment and enrollment applications; maintains attendance and employment records, and compiles statistics for various HR management reports. May conduct pre-employment screening interviews, check references and respond to routine questions on HR policy. May require an associate degree or equivalent. Typically reports to a supervisor or manager.

### HUMAN RESOURCES GENERALIST

**\$68,000 - \$90,000**

Serves as administrator for several critical human resources functions and workforce management, including recruiting, employee/labor relations, health and safety, compensation, benefits, training, diversity, employee engagement, leave and attendance tracking, payroll, and employee records. Facilitates and communicates organizational policies and programs and ensures labor law and regulatory compliance. Provides internal support and partnership to business lines to deliver required human resources. May evaluate, select, and oversee vendors that provide supplemental HR processes and services. Coordinates with HR support staff to process and maintain employment, attendance, and other records. Typically requires a bachelor's degree. Typically reports to a manager.

### SENIOR HUMAN RESOURCES GENERALIST

**\$93,000 - \$114,000**

Serves as administrator for several critical human resources functions and workforce management, including recruiting, employee/labor relations, health and safety, compensation, benefits, training, diversity, employee engagement, leave and attendance tracking, payroll, and employee records. Facilitates and communicates organizational policies and programs and ensures labor law and regulatory compliance. Provides internal support and partnership to business lines to deliver required human resources. May evaluate, select, and oversee vendors that provide supplemental HR processes and services. Coordinates with HR support staff to process and maintain employment, attendance, and other records. Typically requires a bachelor's degree. Typically reports to a manager.

## 2024 Human Resources Salaries and Role Overviews: General Human Resources

### HUMAN RESOURCES MANAGER

**\$114,000 - \$137,000**

Develops human resources policies and programs and directs the staff in managing and implementing programs that support employee engagement, productivity, and company objectives. Manages key HR functions, including recruiting, employee/labor relations, health and safety, compensation, benefits, training, diversity, payroll, and employee records. Develops and delivers internal staff communications. Evaluates, selects, and manages relationships with vendors to provide supplemental HR processes and services. Maintains employee records of pay, benefits, accidents, performance, and other activities and files reporting required to comply with labor laws and regulations. Collaborates with leadership on special projects. Requires a bachelor's degree. Typically reports to a director.

### HUMAN RESOURCES BUSINESS PARTNER

**\$78,000 - \$95,000**

Provides human resources consultation and support to a designated business unit. Uses working knowledge of the business to provide HR workforce planning support and guidance to line managers. Analyzes trends and develops workforce plans to resolve issues and make a positive impact on business results. Utilizes knowledge of various human resources functions to provide tactical support to line managers. Acts as liaison with other HR functions. Typically requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

### SENIOR HUMAN RESOURCES BUSINESS PARTNER

**\$108,000 - \$122,000**

Provides human resources consultation and support to a designated business unit. Uses working knowledge of the business to provide HR workforce planning support and guidance to line managers. Analyzes trends and develops workforce plans to resolve issues and make a positive impact on business results. Utilizes knowledge of various human resources functions to provide tactical support to line managers. Acts as liaison with other HR functions. Typically requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

## 2024 Human Resources Salaries and Role Overviews: General Human Resources

### HUMAN RESOURCES BUSINESS PARTNER, DIRECTOR

**\$140,000 - \$175,000**

Provides human resources consultation and support to a designated business unit to define and execute HR strategies that enable accomplishment of business objectives. Develops workforce plans and an understanding of external customer trends and issues in the industry that could potentially impact business. Leads organizational assessment that converts strategies into result-driven actions. Utilizes knowledge of various human resources functions to provide tactical support to line managers. Acts as liaison with other HR functions. Provides change management leadership as needed.

### VICE PRESIDENT OF HUMAN RESOURCES

**\$191,000 - \$253,000**

Plans and directs human resources policies, objectives, and initiatives for a division or region within an organization. Implements end-to-end human resources function to deliver talent acquisition, training, compensation, benefits, labor relations, and employee support services. Partners with leadership across the organization to provide human resources programs aligned with the organization's operational objectives, mission, and values. Builds and develops the teams and technology resources to facilitate regulatory compliance, recordkeeping, transaction processing, and analysis of workforce metrics. Identifies and explores trends in human resources to enhance the employee experience, meet evolving organizational needs and create innovative programs. Requires a bachelor's degree. Typically reports to top management.

### CHIEF HUMAN RESOURCES OFFICER (CHRO)

**\$256,000 - \$382,000**

Plans and directs human resources policies, objectives, and initiatives for a division or region within an organization. Implements end-to-end human resources function to deliver talent acquisition, training, compensation, benefits, labor relations, and employee support services. Partners with leadership across the organization to provide human resources programs aligned with the organization's operational objectives, mission, and values. Builds and develops the teams and technology resources to facilitate regulatory compliance, recordkeeping, transaction processing, and analysis of workforce metrics. Identifies and explores trends in human resources to enhance the employee experience, meet evolving organizational needs and create innovative programs. Requires a bachelor's degree. Typically reports to top management.

## 2024 Human Resources Salaries and Role Overviews: Talent Management/Development

### MANAGER OF TALENT MANAGEMENT

**\$114,000 - \$153,000**

Manages the development and implementation of programs that measure and improve employee performance. Utilizes assessments to evaluate and identify the current and emerging skills, competencies, and behaviors required to achieve desired organizational results. Leads the design of performance management strategies and processes that measure outcomes and align teams to organizational goals. Establishes cross-functional synergies that provide training and development resources needed to achieve workforce performance improvements. Champions a culture of objective setting and result measurement aligned to pay and rewards using tools and communication. Requires a bachelor's degree. Typically reports to a head of a unit/department.

### DIRECTOR OF TALENT MANAGEMENT

**\$153,000 - \$200,000**

The Director of Talent Management is responsible for the strategic direction of talent acquisition, performance management, employee engagement, and learning and development. 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.

## 2024 Human Resources Salaries and Role Overviews: Talent Management/Development

### **DIRECTOR OF ORGANIZATIONAL DEVELOPMENT/EFFECTIVENESS**

**\$166,000 - \$212,000**

Directs the design and implementation of corporate organizational development programs, policies, and procedures. Approves change management initiatives and suggests enhancements to existing programs. Oversees the development of programs to build human capital and a strong employee development culture. Reviews key performance metrics to enable accurate measurement of workforce performance and to identify areas for improvement. Proposes changes to organizational structure to leverage talent and provide development opportunities to key leaders in the organization. Requires a bachelor's degree. Typically reports to top management.

### **DIRECTOR OF LEADERSHIP DEVELOPMENT**

**\$174,000 - \$216,000**

Leads and directs the creation of a leadership development strategy and programs that align with strategic business imperatives and develop management capabilities throughout the workforce. Identifies and designs frameworks that represent skills and leadership capabilities critical to long- and short-term objectives. Aligns training and professional development to the leadership development strategy. Defines career paths and supporting training and development programs. Fosters a culture of informal knowledge exchange and coaching to engage and develop the workforce. Conducts periodic succession planning and talent assessments to ensure roles are defined. Requires a bachelor's degree.

## 2024 HR Salaries and Role Overviews: Diversity, Equity, Inclusion and Accessibility (DEI&A)

### MANAGER OF DIVERSITY, EQUITY AND INCLUSION

**\$122,000 - \$153,000**

Manages the administration of programs that promote employee and vendor diversity. Designs and implements procedures to ensure compliance with internal policies and external diversity regulations. Oversees initiatives to foster knowledge and adoption of diversity and inclusion topics and best practices, and to ensure the organization employs strategies to attract, develop, and retain members of underrepresented groups. Uses statistics, metrics, and reports to assess the progress and effectiveness of diversity initiatives. May be responsible for managing diversity training. Requires a bachelor's degree or equivalent. Typically reports to a director.

### DIRECTOR OF DIVERSITY, EQUITY AND INCLUSION

**\$176,000 - \$232,000**

Directs the administration of programs that promote employee and vendor diversity. Oversees the design of procedures to ensure compliance with internal policies and external diversity regulations. Develops initiatives to foster knowledge and adoption of diversity and inclusion topics and best practices, and develops strategies to attract, develop, and retain members of underrepresented groups. Researches, analyzes, and presents trends in the field of diversity, serving as an expert to develop new initiatives and stay abreast of competitors. Uses statistics, metrics, and reports to assess the progress and effectiveness of diversity initiatives. May be responsible for developing diversity training programs. Requires a bachelor's degree or equivalent. Typically reports to senior management.

### CHIEF DIVERSITY, EQUITY AND INCLUSION OFFICER

**\$199,000 - \$273,000**

Plans and directs all aspects of an organization's diversity programs. Involved in recruiting, retaining, and training a talented, diverse workforce. Studies, develops, and implements training programs to educate employees and offers support and knowledge. Stays abreast of changes in regulatory and market conditions that may affect the organization's diversity programs. Makes any necessary changes or adjustments to ensure compliance and sensitivity to the needs of all employees. Requires a bachelor's degree or equivalent. Typically reports to top management.



# 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 have spent decades in your field and know what it takes to be successful and fulfilled. We truly look forward to helping you find your next top performer or a new chapter in your career.

## HR Interim Consulting



**CHRIS DARDIS,**  
PRESIDENT  
INTERIM SOLUTIONS

Chris Dardis is the President of Versique's Consulting division. Having both corporate leadership and agency recruiting experience, Chris has the unique ability to understand his clients' human capital needs and offer strategic consultative solutions. With more than 19 years of combined experience within corporate HR leadership positions and the executive search and consulting industry, Chris has the unique ability to truly understand his clients' human capital needs and offer strategic customized solutions. Chris's HR network in the Twin Cities is second-to-none in providing value to his candidates and clients.



**JENNA ESTLICK,**  
VICE PRESIDENT  
INTERIM SOLUTIONS

Jenna is a seasoned HR practitioner with more than 13 years of experience in corporate Human Resources. Prior to joining Versique, Jenna served as Vice President & Head of Human Resources for Radisson Hotel Group, Americas. She was responsible for leading the HR and Responsible Business teams across the Americas and developing and delivering HR business strategies and results related to the company's five-year plan. Jenna is a straightforward communicator, curious, and loves learning while drawing upon her vast HR experience.



**KIM GABRIELSE,**  
DIRECTOR  
CLIENT PARTNERSHIPS

Kim Gabrielse is a business development professional with several years of experience in total rewards and HRIS management. She has partnered with organizational leadership teams to plan, design, and strategically implement HR project-based functions.



**JENNY KRIHA,**  
DIRECTOR  
CLIENT PARTNERSHIPS

Jenny is a successful business development professional with over 19 years of experience. In her role as Director of Client Partnerships, Jenny acts as a liaison between the internal team and Versique's clients. She has invested in strong relationships with business owners and leaders throughout numerous professions including HR, marketing, finance and business sectors including manufacturing, education, business services, housing, healthcare, retail, salon/spa, lifestyle and more.



**KELLY DAVIS,**  
DIRECTOR  
CLIENT PARTNERSHIPS

Kelly has been advising people for 15+ years through her professional experiences in sales, leadership, strategy, and talent acquisition. Prior to joining Versique, Kelly served as a Talent Acquisition leader helping organizations define their talent strategy, attract, hire, and retain top talent to improve and drive their business performance.



**ANGIE HOWARD,**  
SR. MANAGING DIRECTOR  
OF RECRUITING,  
HR INTERIM SOLUTIONS

As Sr. Managing Director of Recruiting, HR Consulting, Angie leads the team responsible for identifying top HR consulting talent and matching them with great opportunities. Angie takes great pride in building strong relationships with consulting talent to find meaningful and impactful opportunities to develop a career that meets their full potential and aspirations. With over 18 years of HR experience, Angie leverages her knowledge of the talent challenges faced by organizations, leaders and HR professionals to build connections and match talent with positions which make an impact.



**COLEE BEAN,**  
SENIOR RECRUITER

Colee is a service-oriented professional who enjoys connecting with candidates and building relationships to help people achieve their goals. As the Talent Acquisition Recruiter on the Versique HR Consulting team, Colee uses her wealth of experience in HR, higher education, and non-profit work to provide a collaborative and consultative experience to clients and candidates alike.



**DARRIN OLMSCHIED,**  
SENIOR RECRUITER

Darrin's passion is improving the lives of others. He is a role model in leading with service and empathy, always listening, and collaborating to improve the workplace environment of his colleagues and clients. He has been a leader in the education sector for the last 5 years engaging in a myriad of HR and organizational leadership roles including talent development, organizational effectiveness, and learning and development.



**ARIEL CUA HER,**  
TALENT ACQUISITION  
COORDINATOR

Ariel's role at Versique is assisting the HR Recruiting team with daily communication to consultants and aiding them in any needs. She is a Hmong American Woman who is currently obtaining her Bachelor's Degree in Human Resources at Metropolitan State University. She has worked in the Mental Health field for 2 years in HR and moved to Hennepin Healthcare to focus on assisting COVID nurses and management in distributing COVID-19 vaccines, scheduling appointments, general HR duties including recruiting, onboarding, and payroll.

## HR Direct Hire & Executive Search



**STEVE YAKESH,**  
PRESIDENT, DIRECT HIRE  
& EXECUTIVE LEADERSHIP  
SEARCH

As President, Direct Hire & Executive Search, Steve leads Versique's award-winning permanent placement division with more than 20 years of experience. Additionally, he guides strategy for Versique's twelve practice areas, including IT, HR, Finance & Accounting, Engineering & Operations, Sales, CPG, Digital Marketing, Executive Retained Search, Healthcare, Manufacturing, Family Owned and Demand Generation. His diverse background and wide breadth of expertise add considerable value to Versique's executive retained search team. Prior to Versique, Steve held numerous sales and marketing leadership roles and gained extensive experience inside both a global 50 and fortune 500 company.



**ANGIE CARSON,**  
DIRECTOR OF HR SEARCH  
DIRECT HIRE

As the Director of HR Search, Angie strives to be the perfect matchmaker between our candidates and clients every day. She is passionate about building a strong network of HR professionals with diverse backgrounds and experience to forge connections that help clients strengthen their internal team and candidates find the next step on their career journey. With 15+ years of experience in recruiting in both corporate teams and the agency side of the industry, she has experience placing talent in all corporate positions, with her specialty lying in Human Resources recruitment.



**ALI JONSWOLD,**  
DIRECTOR OF HR SEARCH  
DIRECT HIRE

Ali has 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.



**PARKER JOHNSON,**  
SENIOR RECRUITER,  
HR DIRECT HIRE

As a Senior Recruiter, Parker assists Versique's award-winning permanent placement division for HR Search. Parker is a graduate of Saint John's University, where he played football and studied Psychology and Exercise Science. He also recently received his Master's Degree in Industrial- Organizational Psychology from Harvard Extension School. Parker has a passion for building relationships and helping others. His keen interpersonal skills and strong work ethic help his clients hire with confidence.

# 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-seek.

### OUR AREAS OF EXPERTISE:

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

### BROAD INDUSTRIES WE SERVE:

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

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 quickly assess your whole people picture and identify key elements that will take your business or your career to the next level.


In 2023, Versique made the Inc. 5000 list of fastest growing private companies, along with the Minneapolis-St. Paul Business Journal's Fast 50 list. Additionally, in the last 4 years, Versique was recognized as a Star Tribune Top Workplace, and awarded a Best Place to Work in 2022 by the Minneapolis /St. Paul Business Journal, which speaks to the incredible culture we've fostered. We believe people are the ultimate business advantage. Let's find your people or your next career opportunity together and make the best possible.


## Contact OUR HUMAN RESOURCES TEAM

Give us a call today to find a new opportunity or start the search for top finance and accounting talent for your team.


**Versique**


Steve Yakesh, President, Direct Hire  
& Executive Leadership Search

 [syakesh@versique.com](mailto:syakesh@versique.com)

 (952) 767-1126

Chris Dardis, President,  
Interim Solutions

 [chrisdardis@versique.com](mailto:chrisdardis@versique.com)

 952-767-7029