



Director of Human Resources

Champaign Park District

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Closing Date:

Salary: 87000 - 104000

Description:

Champaign Park District – Full-Time, Exempt

About the Job:

We're looking for a dynamic, forward-thinking HR leader to guide the Champaign Park District through all facets of human resources strategy and operations. This is a high-impact role for someone who can confidently manage day-to-day HR functions while also shaping long-term policy, workforce planning, and organizational culture. The Director of Human Resources will play a critical role in aligning HR practices with organizational goals, promoting compliance and equity, and creating a workplace where people feel valued and supported. The ideal candidate is equal parts coach, compliance expert, and visionary—someone who is strategic and decisive, values people, minimizes risk, and empowers teams to thrive.

Summary of Responsibilities:

- Provide strategic direction across all HR functions, including compliance, recruitment, employee relations, performance management, benefits, and training.
- Oversee the implementation and interpretation of employment policies and procedures.
- Serve as the organization's expert on employment law, labor standards, and HR best practices.
- Guide complex employee relations matters with professionalism, discretion, and empathy.
- Lead development, coaching, and performance strategies that build staff capacity and engagement.
- Analyze HR data to inform workforce planning and organizational decision-making.
- Partner with leadership to align staffing strategy with the Park District's mission and long-term goals.
- Supervise HR team members, fostering a culture of accountability, collaboration, and continuous improvement.

Why Work With Us:

At the Champaign Park District, you'll join a mission-driven organization committed to enriching lives and building community. As the Director of Human Resources, you'll play a key leadership role in shaping the employee experience and driving strategic impact across the organization. You'll lead a passionate team and collaborate with dedicated colleagues who believe in public service, inclusion, and excellence. This is a unique opportunity to make a difference—both in the daily operations of a

strong HR department and in the long-term vision of an organization that serves thousands of residents across our vibrant community.

Benefits:

- Participation in the Illinois Municipal Retirement Fund (IMRF) pension program
- Comprehensive health insurance plans (HSA, PPO, dental, vision)
- Generous vacation and sick leave with rollover options
- Paid holidays and personal days (including a birthday day off)
- Tuition reimbursement and professional development opportunities
- Free facility membership for employees and household members
- Access to employee appreciation programs, awards, and wellness perks
- Discounted concessions at Virginia Theatre events
- Spot bonuses and service awards to recognize your contributions

About the Champaign Park District:

The Champaign Park District exists to enhance the quality of life for all residents through creative, inclusive, and sustainable recreation opportunities. We serve a diverse and vibrant community through parks, cultural programming, sports, special events, and accessible facilities. With over 400 employees—including full-time, part-time, and seasonal staff—we are committed to equity, innovation, and stewardship. Our team works collaboratively to create welcoming spaces and experiences that promote wellness, learning, and connection for all ages and backgrounds.