



INTERNATIONAL  
DECISION SYSTEMS

## 904\_HR Director Minneapolis, MN

International Decision Systems, Inc. is a world-class software developer of enterprise level software for the commercial finance industry. Headquartered in Minneapolis, MN with global offices in Australia, Europe and India, International Decision Systems, Inc. has a 30-year history of serving the majority of the top 200 leasing organizations worldwide. International Decision Systems, Inc.'s customers are among the largest publicly traded organizations in the world and they value International Decision System, Inc. for its nimble, responsive technology expertise. At International Decision Systems, Inc. you'll be part of an innovative team of professionals who serve the world's commercial finance industry with progressive products and financial depth only available from an integrated strategic partner.

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### Job Summary:

Leads the company's global human resources activities. Responsible for developing and implementing policies and programs that support the organization's overall strategic direction. Oversees various areas of human resources such as recruitment and selection, compensation and benefits, training and development, etc. Remains informed of state, federal laws and international regulations, and plan design trends, ensuring that company's policies and programs conform to laws and are competitive. Responsible for global human resource allocation, including budgeting and personnel fulfillment.

### Essential Duties and Responsibilities:

- Leadership
  - Partners with senior corporate leaders in all Human Resource related activities including organizational development, training, management development, succession planning, compensation plans, documentation, etc.
  - Ensures that the company's compensation, retention strategies are competitive and equitable and that the programs assist managers in attaining corporate objectives.
  - Assists with the recruiting, transfer, development and termination of executives and other key employees.
  - Prepares and manages the human resource budget to plan
  - Oversees the Minneapolis and global human resource teams
- Management
  - Directs the establishment and is responsible for the oversight of the administration of the company's performance management system, pay and benefits systems, and human resources databases.
  - Directs the human resource activities of all managers within IDS:
    - Responsible for oversight of the activities of lower level management (i.e. hires, coaches, appraises, rewards, motivates, disciplines, recommends termination as necessary, etc.).
    - Formulates and recommends human resource policies and objectives of the company.
    - Directs the interpretation and application of said policies throughout the company and its subsidiaries.

- Compliance
  - Directs the company's employee recruitment, training and development, adhering to all applicable laws and regulations wherever the company and its subsidiaries operate.
  - Responsible for record retention related to insurance coverage, pension plan, and personnel transactions, such as hires, promotions, transfers, and terminations.
  - Responsible for the ensuring compliance with company's policies and applicable labor, pay and benefits laws and regulations.
  - Responsible for continuing reviews of all human resource policies, programs and practices to keep company and its international subsidiaries informed of current practices and new developments, pending and new laws and regulations.
  - Responsible for company's health and safety programs, including applicable OSHA, ADA regulations and other workplace safety regulations that the company and its subsidiaries are subject to.

### **Additional Responsibilities:**

- Organize, prioritize, and handle multiple tasks/assignments/projects.
- Participate in proactive team efforts to achieve departmental and company goals.
- Provide leadership to others through example and sharing of knowledge/skill.
- Perform other duties as assigned.

### **Qualifications:**

#### **Experience/Education:**

- 10+ years progressive HR generalist experience with 5+ years of management experience.
- Bachelor's degree from a four-year college or university or equivalent experience.
- Mix of large and small company exposure a plus

#### **Knowledge, Skills and Abilities:**

- Able to respond effectively to the most sensitive inquiries, complaints or subjects
- Excellent communication skills
- Ability to understand and articulate business needs and translate these in to effective Human Resource requirements
- Good planning, time management, communication, decision making, presentation, organization, and interpersonal skills.
- Ability to be both strategic and tactical when required in order to accomplish required tasks.
- Must be proficient in the Microsoft Office Suite of products.

Candidate must be able to pass criminal and credit background check.

As an Equal Opportunity Employer, we are committed to a diverse workforce.

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*This job description is intended as a summary of the primary responsibilities of and qualifications for this position. The job description is not intended as inclusive of all duties an individual in this position might be asked to perform or of all qualifications that may be required either now or in the future.*

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**To be considered for this position, please apply at the link below.**

<http://rec.direct-assessment.net/Test/Forms/LoginAssessment.aspx?SecurityKey=D560EE1C-5C95-48C9-95FF-28499CA392F4>