



SPRINGER
School and Center



VICE PRESIDENT, HUMAN RESOURCES

CINCINNATI, OH

gp GilmanPartners

EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT

ABOUT THE COMPANY

Springer School and Center is an independent, non-profit school located in Cincinnati designed to empower students with learning disabilities to lead successful lives. They believe that all students with learning differences have the ability to succeed educationally, socially, and personally, and to ultimately become responsible for their own learning. Their specialized curriculum and personalized learning strategies help students with dyslexia, ADHD and executive learning challenges build the educational, emotional, and social skills to succeed within and outside the classroom.

THE OPPORTUNITY

- *Make a Meaningful Impact* – As their first VP of HR, you'll play a vital role in shaping the systems and culture to support the organization and dedicated educators and staff who change the lives of children with learning differences every day.
- *Strategic Leadership* – You'll be part of the leadership team driving people strategy, organizational growth, and initiatives that strengthen the mission and long-term success.
- *Thrive in a Purpose-Driven Community* – Experience a collaborative, inclusive environment where empathy, diversity, and belonging are at the heart of everything they do for their staff, students, and families.
- *Significant growth* – Springer has grown 150% in the past 5 years and is adding a 2nd campus... it's such an exciting time to be joining them!

ABOUT THIS POSITION

Reporting to the President, the VP HR is a key member of the leadership team, responsible for designing and leading a comprehensive people strategy that supports their mission, values, and growth. This role will oversee all aspects of human resources, including talent acquisition, professional development, employee engagement, compliance, and work related to inclusion and belonging. The VP HR will ensure the school attracts, develops, and retains exceptional faculty and staff who are committed to serving their students every day.



WHAT YOU'LL BE DOING

STRATEGIC LEADERSHIP

- Develop and execute HR strategies aligned with the school's mission and strategic goals.
- Serve as a trusted advisor to leadership regarding employee relations, workforce planning, coaching, organizational design, and change management.

TALENT ACQUISITION & RETENTION

- Lead efforts to recruit, hire, and retain highly qualified faculty and staff with expertise in education, learning differences, and student support.
- Build upon a strong employment brand and cultivate pipelines for diverse talent.

EMPLOYEE EXPERIENCE & ENGAGEMENT

- Foster a culture of collaboration, inclusivity, and professional excellence.
- Design programs to support employee well-being, engagement, and recognition.
- Review and revise Springer's employee handbook annually.

PROFESSIONAL DEVELOPMENT

- Partner with academic and administrative leaders to provide coaching and training & development programs that advance teaching excellence and leadership growth.
- Support career pathways for educators and staff.

COMPENSATION, BENEFITS, PAYROLL & COMPLIANCE

- Oversee compensation structures and benefits programs to remain competitive and equitable.
- Develop and maintain strong relationships with benefit brokers and payroll providers.
- Oversee and manage payroll processing and compliance
- Ensure compliance with employment laws, regulations, and school policies.

INCLUSION & BELONGING

- Advance inclusive practices to create a welcoming and supportive environment for all staff, students, and families.
- Provide training and guidance to staff on inclusive practices.





IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in Human Resources, Business Administration, or related field required; Master's degree or HR certification (SPHR, SHRM-SCP) preferred.
- 15+ years of progressive HR leadership experience with five years in an executive leadership role in a mission-driven organization.
- Strong knowledge of HR best practices, employment law, and compliance.
- Experience working with a Board of Directors.
- Experience leading DEIB initiatives and fostering inclusive workplace cultures.
- Exceptional interpersonal, communication, and leadership skills.
- Passion for education and commitment to the mission of supporting children with learning differences.





PREFERRED CANDIDATE ATTRIBUTES

- *Empathy* – ability to understand and support the unique challenges faced by educators, staff, students, and families.
- *Integrity* – commitment to fairness, confidentiality, and ethical decision-making.
- *Emotional Intelligence* – strong self-awareness and interpersonal sensitivity to build trust and resolve conflict effectively.
- *Adaptability* – comfort with change and flexibility in navigating a dynamic school environment.
- *Collaborative Spirit* – eagerness to partner with educators, administrators, and parents to strengthen the school community.
- *Strategic Thinking* – ability to balance big-picture workforce planning with day-to-day HR operations.
- *Resilience* – capacity to handle stress and maintain composure while leading through sensitive or complex issues.
- *Passion for the Mission* – genuine dedication to supporting children with learning differences and creating an inclusive workplace.

THE PAYOFF

- The opportunity to make a meaningful impact on the lives of children, families, and educators.
- Work in a collaborative, mission-driven culture that values innovation and inclusiveness.
- Competitive compensation and comprehensive benefits.



The successful candidate will live in the Cincinnati regional area and expected to be on-site

Please visit
Gilman Partners'
website to apply.



Michele Plessinger
Partner, Executive Search
Consultant

mplessinger@gilmanpartners.com



Chuck Aardema
Executive Search
Consultant

caardema@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.