



Lionheart™
Children's Academy

OPPORTUNITY INVITATION
Vice President, Talent Management

“Play is the royal road to childhood happiness and adult brilliance.”

- Joseph Chiltern Pearce



Who We Are

Lionheart Children’s Academy is a non-profit Christian organization committed to providing high-quality, affordable early care and education for infant, pre-school, and school-age children. At Lionheart, children are equipped with a strong and healthy foundation for learning through the Academy’s fun and enriching programs and holistic approach. Currently, Lionheart has 6 academy locations in the DFW metroplex.

Why We’re Different

Lionheart is not simply a “daycare” or an “afterschool program.” They are an intentionally enriching and fun place where every child receives quality care, individualized attention, and opportunities for learning and growth. They excel at these five, key pillars that equip kids for success through childhood and beyond:

- Education
- Nurturing the Whole Child
- Parent Partnership
- Staff Quality
- Fun

[Watch this video about the Lionheart Difference](#)





Lionheart believes in strong foundations, and the laying of those foundations starts early.

The Opportunity

Lionheart Children's Academy is seeking a Vice President, Talent Management to provide overall talent acquisition strategy and facilitate ongoing thoughtful leadership for exceptional talent management and development services. As a committed follower of Christ, this leader will be passionate about the vision and mission of LCA and combine this passion with leadership in the areas of talent acquisition and talent management, employee engagement, performance management, and overall thought-leadership for future organizational development and success.

The VP, Talent Management reports to the COO and supervises the Talent Management (TM) team to maintain a comprehensive approach to the employee experience throughout all of Lionheart.

Responsibilities

Talent Acquisition Strategy & LCA Employment Brand

- Enhance acquisition strategies and the processes needed to support organizational talent objectives (e.g. succession planning, key talent development, workforce planning, etc.).
 - Ensure that robust recruiting and on boarding processes exist to attract the depth and diversity of talent needed to meet existing and future academy needs.
 - Monitor costs for recruiting; report recruiting benchmarks and costs, as needed.
 - Expound upon employment branding by recommending and maintaining tactics, initiatives and programs.
 - Actively support and reflect the LCA culture to staff and in the community to advance the LCA image, reputation, differentiation, and professionalism.
 - Participate in company-sponsored recruiting events/job fairs as needed.
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Responsibilities, continued

Talent Management Team Leadership

- Lead the Talent Management (TM) team in the execution of recruiting, interviewing and hiring, personnel changes, and exits for all existing and launching academies.
- Plan and oversee the work activities of TM team staff relating to compliance, employment, compensation and employee relations.
- Shape best-practice strategies for full lifecycle recruiting, including sourcing, resume review, and candidate screening, to drive effective candidate selection that reflects a faithful commitment the LCA mission and EOE/industry hiring standards.
- Work closely with TM team to ensure ongoing outreach and sourcing; provide accountability and coaching on the full-cycle recruiting process for all open positions.
- Provide inspirational leadership and team development for the Talent Management team. Identify and resolve issues and foster communication and camaraderie among team members.

Employee Engagement

- Offer insight and recommendations to senior leaders regarding company policies, Talent Management programs, HR opportunities, and administration and interpretation to ensure policies, procedures, and programs are handled consistently to drive engagement and retention.
- Monitor the organization's culture to ensure alignment with core values.
- Collaborate with senior leaders to further develop and support an employee recognition and engagement program; utilize industry best-practices for enhancing employee engagement and reducing turnover.
- Conduct organizational assessments and diagnostics for employee and organization development, using defined methodologies to identify critical issues and root causes and implementing appropriate solutions to improve individual, team/academy and organizational effectiveness.
- Analyze HR data and metrics to determine patterns for such topics as turnover, Key Performance Indicators (KPIs), etc., and use data to develop initiatives to influence change.

New Employee Orientation

- Work alongside the VP of Operations and other key senior leaders to ensure successful new employee orientation and successful academy new hire onboarding and support.
 - Assist in New Employee Orientation (NEO) overview of Talent Management.
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Responsibilities, continued

Performance Management

- Further develop, implement, and facilitate standardized programs and processes for performance review programs, 360s, leadership development plans, career tracks, and for Level 1-2 employees.
- Work in collaboration with senior leaders to develop, implement, and enhance Level 2-3 coaching, feedback, and recognition programs.
- Develop succession planning programs for key contributor and management positions, training and development programs for preparing employees for more significant responsibilities and general development programs to enhance employee knowledge and understanding of Lionheart.

Employee Relations

- At a high-level, manage employee corrective action process to support consistent documentation, standardized practices and enforcement of company policies and procedures.
- Manage Level 1-2 resignation and release or separation agreements for any resignations/involuntary terminations, following National Office best practices.
- Work with TM Coordinator to manage, implement, track, and analyze exit interview/exit survey statistics to understand turnover, areas for improvement, and opportunities for feedback to senior leadership.
- Work closely with National Office and key senior leaders to provide timely documentation, adhere to requests for personnel documents, and mitigate risk exposure.

General Department Administration

- Foster excellent relationships with departmental and academy leaders.
 - Meet and partner with senior leaders and other stakeholders to ensure integration of talent management work with other core departmental work/programs.
 - Oversee the preparation of department communications, which may include, but is not limited to, collateral material, training tools, and website or newsletter content.
 - Monitor department budget, including the creation and approval of the department budget and business plan.
 - Perform any range of special projects, tasks and other related duties as assigned.
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Key Candidate Characteristics

Success Factors & Competencies

- Willingness to model Lionheart's culture and adhere to best practices.
- Mature leadership; thoughtful, kind, and communicative approach to people-management that reduces staff turnover.
- Process-creation skills; ability to forge a process where none exists and carry out projects with a high degree of organization and efficiency.
- Ability to self-manage and hire within prescribed timeframes for launches and enrollment projections.
- Passion for early childhood care and education.

Qualifications

Background, Experience, & Education:

- Bachelor's degree + 5 years Human Resources (HR) experience, at least 2 of which have been in a managerial role.
- Demonstrated ability to lead high-performing teams; extremely adept at people-management.
- Experience in early childhood care and education preferred.
- SHRM-SCP (Society for Human Resources Management) certification strongly preferred.

For more information or to apply for this position, please contact:

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