



Director of Talent Management  
Durham, NC

## EXECUTIVE SUMMARY

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Self-Help is a leading national community development financial institution headquartered in Durham, NC. In service of its mission to create and protect ownership and economic opportunity for all, Self-Help seeks applications for the role of Director of Talent Management. Reporting to the Executive Vice President of Human Resources and Administration, the Director will be charged with attracting, developing, and retaining mission-aligned talent across the organization. Through leadership of a team of recruiting, performance management, and employee engagement professionals, the Director will build upon and execute the overall talent management strategy across Self-Help's diverse lines of service. They will have the opportunity to innovate around the organization's approach to staffing, internal capacity, performance management, and culture building.

The ideal candidate will be a mission-driven professional with a record of established success in utilizing best practices in employee engagement, performance management, and talent recruitment and retention in a diverse, mission-driven environment. They will bring demonstrated skills in critical thinking, coaching and mentoring, and collaboration with teams at all levels. They will bring an understanding of how equity, diversity, inclusion, and impact are integrated into talent management strategies, and will have experience working effectively with persons from diverse cultural, social, ethnic, and geographic backgrounds. The successful candidate will be able to balance a tolerance for ambiguity with the skills to drive closure and have the ability to adapt quickly to change. They will be a compassionate and skilled strategist, coach, and relationship-builder.

This position is located in Durham, NC.

More information about Self-Help can be found here: [www.selfhelp.org](http://www.selfhelp.org), [www.selfhelpfcu.org](http://www.selfhelpfcu.org), and [www.responsiblelending.org](http://www.responsiblelending.org).

Due to the pace of this search, candidates are encouraged to apply as soon as possible. To apply, please submit a cover letter describing your interest and qualifications, your resume, and where you learned of the position on the [Self-Help Careers portal](#).

**Self-Help is committed to providing equal employment opportunities to all persons, regardless of race, religion, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression (including transgender status), age, sexual orientation, military and veteran status, class or family status.**