

boly:welch



position announcement

APRIL 15, 2024

Exclusive Search for
Director of People and Culture, Portland Thorns





In partnership with the Portland Thorns, Boly:Welch is searching for the organization's first Director of People and Culture to shape the heartbeat of the organization, foster a vibrant culture, and champion the well-being of their incredible team.

Please submit your application for this position [here](#).

About the Company

The Portland Thorns have their sights set on being the #1 women's football franchise in the world. They have an established and storied history of winning, with a championship pedigree, and fight to protect the integrity of their team and to inspire the city. This is a diverse, multi-cultural, and action-oriented organization that moves with purpose and intent.

Established in 2012, the team began play in 2013 in the National Women's Soccer League (NWSL), with support from the United States Soccer Federation (USSF). They led the league in attendance from 2013 - 2021 and continue to be beloved by their hometown of Portland, Oregon.

Details

POSITION OVERVIEW

The Portland Thorns are seeking a pioneering spirit to establish a brand-new Human Resources department. The Director of People and Culture will be the driving force behind creating processes that empower the team to thrive. This role requires someone whose passion for women's sports will infuse the workplace with energy and passion. The Thorns foster a work hard/play hard environment that thrives on teamwork, and the Director of People and Culture will lead the way, collaborating with fellow innovators, strategizing improvements, and contributing to the organization's legendary spectacle.

LOCATION:

Portland, Oregon

COMPENSATION:

\$100,000-\$120,000

BENEFITS:

Benefits include medical, dental, disability, and life insurance, an employee assistance plan, and retirement plan. You'll also receive generous PTO and paid holidays.



Primary Responsibilities

This role isn't just about HR – it's about shaping the heartbeat of the organization, fostering a vibrant culture, and championing the well-being of their incredible team.

WHAT YOU'LL BE UP TO:

Recruitment

You'll lead the charge in finding exceptional talent. Diving deep into labor markets, strategizing recruitment, and ensuring consistency throughout the entire process will fall under your purview.

DEI

Diversity, equity, and inclusion are more than buzzwords at the Portland Thorns – they're part of the mission. You'll drive initiatives that foster security and belonging for everyone on the team.

Performance Development

From individual and group trainings to building team cohesion, you'll orchestrate it all and ensure the Thorns thrive both personally and professionally.

Processes and Policies

You'll be a groundbreaker, crafting processes and policies from scratch. The Thorns will rely on your dedication to building solid foundations that set them up for success.

Benefits

From insurance to retirement plans, you'll be the go-to person for all things benefits. Perks? You've got those covered too!





What Matters Most

- **Pioneering Spirit:** As the first Director of People and Culture, your tenacity and curiosity will be the driving force behind creating processes that empower the team to thrive.
- **Passion for Women's Sports:** It's not just a job; it's a calling. Your love for women's sports will fuel your impact.
- **Ownership Mindset:** You're not going to follow the playbook. You're going to write it. You know how to take ownership of work processes — and watch the culture flourish.
- **Discretion:** Sensitive information? You handle it like the expert you are. Your discretion and professionalism empower you to navigate employee relations and performance evaluation with equanimity.
- **Strategic Vision:** Big-picture thinking meets day-to-day execution. You have a track record of positively influencing the team's trajectory and keeping them soaring to success.

Requirements

- 5+ years of progressive HR experience, with a focus on employee relations, benefits administration, and talent management
- 2+ years of experience building HR experience with a focus on employee relations, benefits administration, and talent management
- 2+ years of experience building HR departments
- Bachelor's degree in HR, Business Administration, or related field required
- Advanced degree or HR certification preferred

Next Steps

HOW TO APPLY

This is so much more than a job; it's a legacy.

If you're ready to shape the future of the Portland Thorns, please submit your application for this position [here](#).

All applicants will be considered, but due to the high level of interest it may be difficult for us to respond to everyone individually. Thank you for your patience!



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