

Employment Opportunity

Chief People Officer at Slipstream

Madison, WI



Please apply on our website: <https://www.qtigroup.com/job-posting/chief-people-officer/NM30043778>

ABOUT SLIPSTREAM & THE CHIEF PEOPLE OFFICER ROLE



The QTI Group is partnering with Slipstream to hire its next **Chief People Officer**.

ABOUT THE COMPANY

Slipstream is a Madison-based nonprofit organization that champions and delivers innovative energy initiatives that produce enduring economic and environmental benefits for all.

Who is [Slipstream](#)?

- Engineers and analysts who collect and crunch the data of climate solutions
- Architects and building experts who know how to cut carbon
- Financing experts who make more energy efficiency upgrades possible for homes and businesses
- Communicators who keep us ahead of the curve in a rapidly changing industry
- Technicians who get their knees dirty to weatherize homes
- Program managers who connect people with the solutions to change their lives
- Educators who train the next generation of energy professionals
- Mission-driven changemakers who keep Slipstream focused on climate and equity

Accelerating climate solutions. For everyone.

ABOUT THE OPPORTUNITY

As a member of the executive leadership team, the Chief People Officer (CPO) will be responsible for shaping and executing Slipstream's people strategy to foster a thriving, inclusive, and high-performing workplace. The CPO will recommend and implement strategic initiatives to drive business success and positively affect employee experience and company culture.

Structure: Reports to CEO. Direct reports include HR Generalist and Benefits, Compensation and HRIS Administrator.

Location: Hybrid – Madison, Wisconsin, area preferred.

Responsibilities include:

- Develop and execute a human resource strategy that aligns with the overall business plan and strategic objectives.
- Ensure that programs and initiatives are designed to enhance employee engagement, foster a high-performing culture, and improve retention rates.

- Serve as a strategic advisor and business partner to leaders of each functional business group regarding key organizational and management issues.
- Lead and guide the HR function by overseeing talent acquisition, career development, retention, training, leadership development, compensation, and benefits, and ensuring practical and simplified processes related to each.
- Design and implement performance management systems to drive development and organizational effectiveness.
- Develop succession planning philosophy and related activities.
- Drive equity and inclusion efforts to support an inclusive workplace.
- Develop and implement comprehensive strategic recruiting and retention plans to fulfill human capital needs and strategic goals.
- Develop and implement comprehensive and cost-effective compensation and benefits plans.
- Oversee company-wide employee communications.

EDUCATION AND CERTIFICATIONS

- A Bachelor's degree; MBA or MA/MS in human resources or related field preferred.
- A minimum of 15 years of HR experience, preferably with at least five years of HR experience in a nonprofit organization.
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification preferred.

EXPERIENCE AND QUALIFICATIONS

- Proven ability to act as a liaison between the CEO, department heads, and employees.
- Extensive HR experience with knowledge of labor and employment law.
- High emotional intelligence and strong interpersonal skills.
- Expertise in HR and business acumen, with excellent communication and problem-solving skillset.
- Strong commitment to equity and inclusion in hiring practices.
- Proficient in identifying and streamlining complex systems, such as payroll and performance evaluations, to easily operationalize for employee understanding and use.
- Skilled in people management, financial budget planning, and compensation strategy.
- Capable of evaluating and improving company-wide people management systems.
- Proficient with HR software tools, including employee engagement platforms and applicant tracking systems; Paycom experience is a plus.

- Excellent communication, presentation, and interviewing skills.
- Ability to stay informed about industry trends and business developments.
- Strong organizational and prioritization skills.
- Experience in crisis management preferred.

APPLICATION & SELECTION PROCESS

Slipstream has exclusively retained The QTI Group to lead the search for its Chief People Officer. The QTI group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

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