

Employment Opportunity

Vice President of Human Resources at WPS Health Solutions

Madison, WI



Please apply on our website:

<https://www.qtigroup.com/job-posting/vice-president-of-human-resources/BH24201499>

ABOUT THE ORGANIZATION



[WPS Health Solutions](#) has exclusively retained [The QTI Group](#) to lead the search for a **Vice President of Human Resources**.

[WPS Health Solutions](#) is a leading not-for-profit health insurer and federal government contractor headquartered in Wisconsin. WPS offers health insurance plans for individuals, families, seniors, and group health plans for small to large businesses. We process claims and provide customer support for beneficiaries of the Medicare program and manage benefits for millions of active-duty and retired military personnel across the U.S. and abroad. WPS Health Solutions has been making health care easier for the people we serve for more than [75 years](#). Proud to be military and veteran ready.

Culture Drives Our Success

WPS' Culture is where the great work and innovations of our people are seen, fueled, and rewarded. We accomplish this by creating an inclusive and empowering employee experience. We recognize the benefits of Diversity, Equity, and Inclusion as an investment in our workforce—both current and future—to effectively seek, leverage, and include diverse perspectives that fuel agility and innovation on high-performing teams. This results in people bringing their authentic selves to work every day in an organization that successfully adapts to business changes and new opportunities. We are proud of the recognition we have received from local and national organizations regarding our culture and workplace: [WPS Newsroom - Awards and Recognition](#)

WPS conducts business within two primary divisions:

- **Government Solutions**

Solutions for federal and state governments. WPS provides high-quality, progressive technologies and people who are driven and proud to deliver exceptional experience in service to our nation. [Learn more here.](#)

- **Commercial Insurance**

WPS Health Insurance is a leading not-for-profit health insurer in Wisconsin and rapidly growing expanding to near-national coverage plans for individuals, families, and businesses; and exceptional care throughout our Statewide Network of doctors, clinics, and hospitals. [Learn more here.](#)



ABOUT THE OPPORTUNITY



WPS Health Solutions is seeking a **Vice President of Human Resources**. WPS is a growing health solutions company in the Commercial Health Insurance and Government Contracting space seeking an HR leader to work side-by-side with the Executive Leadership Team to advance existing HR functions into a change agent for the company. Reporting to the CFO, the successful candidate will have a strong command of HR operations in a highly regulated industry and can drive innovation and simplicity.

Responsibilities

- In partnership with the WPS Executive Leadership Team, develop and execute HR simple and effective operational support processes tailored to the needs of the existing lines of business, shared services, and new ventures.
 - Determine the best-fit organizational structure and talent for all HR disciplines (i.e., talent acquisition, talent and performance management, compensation and benefits, employee/labor relations and compliance, etc.).
 - Lead and oversee HR related change management initiatives, ensuring smooth departmental and organizational transformations by implementing best practices in communication, training, and employee engagement.
 - Lead the development of simple and effective employee-facing information, processes, and procedures focused on the needs of employees and leaders.
- Build a team that proactively identifies HR-related business needs and drives the implementation of innovative solutions.
- Drive efficient compliance with employee-related regulations and laws, including developing innovative strategies to meet the compliance needs of government contracts including Affirmative Action and Service Contract Act compliance.
- Create a compensation and benefits program that aligns with WPS' strategic plan and provides innovative offerings that meet the changing needs of employees.
- Partner with strategic planning and enterprise communications teams to help the Executive Leadership Team drive the WPS culture forward.
- Identify and build awareness of material organizational HR issues and develop actionable solutions.
- Serve as a cultural advocate during organizational change, demonstrating a deep commitment to our mission and a proactive approach to reshaping key processes for sustainable success.
- Collaborate with the Head of DEI and Community Engagement and WPS Executive Leadership to drive enterprise-wide DEI, talent, and corporate social responsibility strategies, integrating these principles into daily operations to foster an inclusive culture for all.

Qualifications

- HR leadership experience in a highly regulated and highly technical industry, such as the government, healthcare, or health insurance payer industries.
- Proven track record of developing and implementing innovative HR operations processes that drive business results.
- Strategic thinker who can influence and collaborate effectively at all levels of the organization.
- Strong knowledge of employment laws and regulations and implementing effective policies and procedures for a multi-state, in-person, hybrid, and fully remote workforce.
- Strong business acumen with excellent leadership, communication, interpersonal, and problem-solving skills.
- A bachelor's degree in human resources, business administration, or a related field is required. Master's degree or equivalent experience (e.g. SHRM-SCP, SPHR) preferred.
- Minimum of 8-10 years progressive HR leadership roles. Health solutions and/or government contracting experience preferred.

APPLICATION & SELECTION PROCESS



WPS Health Solutions has exclusively retained **The QTI Group** to lead the search for a **Vice President of Human Resources**. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Target Start Date: November 4, 2024.

Salary Range: \$200,000 – 250,000

**The base pay offered for this position may vary within the posted range based on your job-related knowledge, skills, and experience, and may fall outside of this range.*

Employee Benefit Highlights:

- Remote and hybrid work options are available. The VP of HR role requires on-site attendance several days a week.
- Performance bonus and/or merit increase opportunities.
- 401(k) with dollar-per-dollar match up to 6% of salary (100% vested immediately)
- Competitive paid time off.
- Health insurance, dental insurance, and telehealth services start on DAY 1.
- Employee Resource Groups.
- Professional and Leadership Development Programs.
- Review additional benefits: (https://www.wpshealthsolutions.com/careers/fulltime_benefits.shtml)

For more information, please contact:

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Application Deadline: October 4, 2024, at 4:00 p.m.

ABOUT MADISON, WI



The position is located in Madison, Wisconsin. Madison anchors a thriving economic region of over 536,000 residents, which includes the state capital, a world-class research university the University of Wisconsin - Madison, and growing technology and research industries. Madison earned the number one spot on [Livability's "Best Place to Live in America"](#) for both 2021 and 2022.

Madison is a rare combination of thriving businesses, progressive government, rich culture and advanced education - all in a setting of rare natural beauty. Surrounded by five lakes, laced with bike trails, and enlivened with numerous parks and green spaces, the area offers countless opportunities to enjoy a balanced lifestyle in a dynamic Midwestern city.

For more information on life in the Madison area, please visit: <https://www.visitmadison.com/media/fun-facts/>