

Chief Human Resources Officer

Merchants Bank established in 1875 is a growing, employee owned company, dedicated to a philosophy of community banking with total company wide assets of \$1.7 billion. Due, to a retirement, we are searching for a **Chief HR Officer** to lead the Human Resources function in our Company. This role must:

Provide leadership and coordination of the Human Resource (HR) functions of the Company. Establish, implement, and administer HR systems, practices and approaches to support the achievement of the Companies' strategic goals; as well as maintaining Merchants position as an employer of choice. As a member of the executive management team, participate in the formulation and implementation of Bank-wide strategies and objectives. Have direct oversight of the Human Resources Department and Training & Education Department. Must have strong Human Resource management skills, be familiar with all aspects of human resource management including performance appraisals, job performance documentation, disciplinary actions, career development, interviewing, etc.

Experience & Knowledge: A college degree or advanced degree is required, preferable in Human Resources. A PHR or SPHR designation is preferred. A minimum of ten years' experience in the areas of required knowledge, specifically Human Resources. Strategic and business planning experience is preferred.

Competitive salary and benefit package provided, including an ESOP. Please apply by mail at Merchants Bank, Attn: Alberta Rosburg, CHRO 102 East 3rd St., Winona, MN 55987, or e-mail your resume and cover letter to [aaarosburg@merchantsbank.com](mailto:aarosburg@merchantsbank.com).

Employer of women, minorities, protected veterans and individuals with disabilities.