

**Anew: Building Beyond Violence and Abuse**  
**Director of Human Resources**

**Location:** Homewood, IL (Hybrid eligible)

**Reports to:** Chief Executive Officer

**Classification:** Exempt

**Salary Range:** \$79,951 - \$84,392

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**About Anew**

For more than 46 years, Anew: Building Beyond Violence and Abuse has provided comprehensive, coordinated services to families experiencing domestic violence—without imposing any one solution. We are committed to helping survivors and their families achieve safety, stability, and long-term independence.

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**Position Summary**

The Director of Human Resources is a key member of Anew's leadership team, responsible for advancing a people-centered, trauma-informed workplace culture. This role provides both strategic and operational leadership across all areas of human resources, including talent acquisition, employee relations, compensation and benefits, compliance, and organizational development. The Director will partner closely with senior leadership to strengthen employee engagement, retention, and organizational effectiveness, ensuring HR practices align with Anew's mission and values.

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**Key Responsibilities**

- Lead and strengthen HR strategy to support a trauma-informed, equitable, and inclusive workplace culture
- Oversee full-cycle talent acquisition, onboarding, and workforce planning in collaboration with department leaders
- Manage and continuously improve compensation, benefits, and ensure competitiveness and equity
- Provide coaching and guidance to managers on performance management, employee relations, and conflict resolution
- Ensure compliance with all applicable federal, state, and local employment laws and regulations
- Oversee payroll processes and benefits administration
- Develop, implement, and update HR policies, employee handbook, procedures, and systems
- Support organizational compliance with grant and funding requirements through reporting and documentation
- Maintain accurate and confidential employee records in accordance with regulatory standards
- Partner with leadership to design and implement employee engagement and recognition initiatives
- Collaborate with legal counsel on employment-related matters as needed
- Participate in organizational meetings and ongoing professional development
- Develop/maintain organization-wide trainings, as well as coordinate annual required trainings, (i.e. sexual harassment, civil, rights, etc.)
- Serve as the lead of the Employee Relations Committee
- Lead the annual performance evaluation process

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## Qualifications

- Professional in Human Resources or other Human Resources related certificate, Bachelor's degree a plus.
- Minimum of 5-7 years of progressive HR experience, including leadership responsibilities
- Experience in nonprofit or mission-driven organizations preferred
- Strong knowledge of employment law, HR best practices, and compliance requirements
- Demonstrated experience in compensation, benefits, employee relations, and organizational development
- Excellent leadership, communication, and interpersonal skills
- Strong analytical, problem-solving, and project management abilities
- Ability to handle sensitive and confidential information with discretion
- Highly organized, adaptable, and able to manage multiple priorities
- Understanding of nonprofit budgeting and financial practices preferred
- Complete 40-hour domestic violence training

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## Compensation & Benefits

Anew offers a comprehensive benefits package, including:

- 14 paid holidays
- 20 days of Paid Time Off (PTO) annually
- Medical, dental, vision, and life insurance
- Employee Assistance Program (EAP)
- Short-term and long-term disability coverage
- 403(b) retirement plan with 3% employer match
- Optional Aflac benefits

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## Why Work at Anew

At Anew, your work directly contributes to breaking the cycle of violence and supporting survivors on their journey to safety and independence. We are deeply committed to fostering a supportive, mission-driven workplace where employees are valued, heard, and empowered to grow.

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## How to Apply

Please submit your resume and cover letter to [careers@anewdv.org](mailto:careers@anewdv.org).

Anew is an equal opportunity employer and values a diverse workforce. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other protected characteristic under applicable law.