

The People Development Director (PD) will oversee those elements that are directly related to the selection, training, development and retention of Chick-fil-A 9 Mile Rd Team Members. They are also responsible for compliance with employment-related laws and have oversight of the policies and procedures for Chick-fil-A 9 Mile Rd.

The People Development Director should be a proactive and talented individual with a passion for customer service, equaled by your understanding and passion for business and quality. The responsibilities of this position include, but are not limited to; enthusiastically and passionately leading the talent, training and leadership development teams; maintaining a focus on systematically and effectively communicating all People Development-related goals and success factors to Team Members; and combining critical thinking and practical leadership to create a culture of innovation. They must effectively coach and give direction and align hiring, training, and evaluation practices with the Vision of the organization and the Thematic Goal for the year.

The qualified candidate must be at least 18 years of age and have a 4 year college degree in Human Resources OR work equivalent. They must have 3 - 5 years experience in a Senior Human Resources position.

They must have strong interpersonal, communication and problem solving skills. They must; have habitual attention to detail and not motivated by routine; have excellent analytic skills; have the ability to work in a fast-paced environment; be capable of working with excellence in an unstructured and entrepreneurial environment; be able to execute directions within deadline and be able to take initiative based on the business' needs.

They must have an executive mindset with leadership qualities. a team mindset both as part of an executive board, and as leader of a team dedicated to achieving departmental goals and daily responsibilities; and be capable of representing all Chick-fil-A quality and service standards with minimal immediate oversight. They must be service oriented with high energy and a friendly demeanor, and comfortable working and interacting daily with diverse internal and external customers in a professional and cooperative manner. They must have the ability to read, write, speak and comprehend English in a high tempo business; have excellent analytical and communication skills; be able to lift and manipulate 50 lbs; and be able to work on your feet for a minimum of 6 hours. A valid and current Class E drivers' license is also required.

This position is full-time, minimum of 40 hours per week, but must be available to work some overtime based on business need. This position also has responsibilities as part of normal restaurant operations and operational shifts will be required.

This position comes with the following benefits:

- Sundays off
- Competitive wages
- Benefit package, including healthcare options
- Free meals during shift and discounted meals anytime
- Fun team environment
- Professional growth and development
- Personal growth and development
- Flexible schedules

Chick-fil-a 9 Mile has a high reputation for leadership development in the Pensacola area. All new team members will complete a six-month leadership development program as part of their employment that is designed to maximize your full potential and give you the confidence to grow both personally and professionally. The People Development Director will be expected to complete

all leadership development materials through Level 5 Director within a pre-determined amount of time.

Stephanie Liles
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