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A fast-growing organization consistently rated among America's strongest, safest financial services institutions, our company is based in Gulfport, Mississippi. Our bank and subsidiaries provide contemporary, comprehensive consumer, commercial, and wealth financial products and services at regional headquarters and 200-plus financial centers across a vibrant Southeast corridor including Alabama, Florida, Louisiana, Mississippi, Tennessee, and Texas. Let our legacy lead to your future. Learn more at hancockwhitney.com/ourstory.

HANCOCK WHITNEY Senior Human Resources Advisor

Summary

The Senior HR Advisor will report to the Regional HR Manager and will be located in Gulfport, MS, Mobile or Daphne, AL. It will oversee HR Business Partner Services for a variety of assigned client groups. This position will provide proactive leadership by partnering with clients on company initiatives including employment related matters and legal cases, investigations, performance, talent management, succession planning and special projects.

Duties/Responsibilities

- Serves as the HRBP for assigned middle and senior managers
- Creates strong business partnerships with managers serving as a strategic advisor for associate relations issues; analyzes HR metrics for assigned areas to identify trends in turnover, hiring, promotions, separations and grievances to determine appropriate action
- Partners with management on organizational design and job descriptions
- Facilitates and mitigates risk during the voluntary and involuntary termination process
- Provides counsel and oversees management of human resources activities with managers and supervisors in areas such as performance review, employee relations, employee development, proactive outreach and talent management

Position Qualifications

- Minimum of 6+ years related HR experience required, preferably in a banking or other sales focused organization. Ideal candidate will have 8 years' experience plus previous management experience
- PHR/SPHR certification preferred
- Related Bachelor's Degree required
- Skilled at preparing employee corrective actions, reports, and building strong business relationships; must be a strong communicator both written and orally

www.hancockwhitney.com/careers. Please contact Katie Jenkins at 225-667-6509 or Katie.jenkins@hancockwhitney.com for additional information.

Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religious beliefs, national origin, ancestry, citizenship, sex, gender, sexual orientation, gender identity, marital status, age, physical or mental disability or history of disability, genetic information, status as a protected veteran, disabled veteran, or other protected characteristics as required by federal, state and local laws.