



Nodal Exchange is a derivatives exchange providing price, credit and liquidity risk management to participants in the North American commodities markets. Nodal Exchange is a leader in innovation, having introduced the world's largest set of electric power locational (nodal) futures contracts. Nodal Exchange has the majority of U.S. power futures open interest representing over \$55 billion of open interest at the end of 2020. Nodal Exchange also offers natural gas contracts and the world's largest set of environmental futures and options. All transactions on Nodal Exchange are cleared through its wholly owned clearing house, Nodal Clear, using a portfolio margining approach that provides participants significant risk management and capital efficiency advantages.

We seek a Director, Human Resources to join our Human Resources department in the Tysons Corner, VA (metro Washington, DC area).

Position Responsibilities

This position will report to the Chairman & Chief Executive Officer and will require the ability to both lead and actively conduct the human resources function for the company. Responsibilities will include:

- Collaborates with senior leadership to understand the organization's goals and strategy related to staffing, recruiting, and retention
- Plans, leads, develops, coordinates, and implements policies, processes, training, initiatives, and surveys to support the organization's human resource compliance and strategy needs
- Administers or oversees the administration of human resource programs including, but not limited to, compensation, benefits, and leave; disciplinary matters; disputes and investigations; performance and talent management; productivity, recognition, and morale; occupational health and safety; and training and development
- Considers the welfare and support needs of the approximately 85 current associates and the growing team
- Identifies staffing and recruiting needs; develops and executes best practices for hiring and talent management
- Conducts research and analysis of organizational trends including review of reports and metrics from the organizations
- Monitors and ensures the organizations compliance with federal, state, and local employment laws and regulations, and recommended best practices; reviews and modifies policies and practices to maintain compliance
- Maintains knowledge of trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law; applies this knowledge to communicate changes in policy, practice, and resources to upper management
- Considers and recommends HR system improvements and implements as appropriate (e.g., ADP, Paycom, Zenefits, Paycor)
- Balances the needs of controls and compliance with supporting an innovative and inspirational culture
- Develops and implements departmental budget
- Facilitates professional development, training, and certification activities for HR staff

- Acts as liaison to EEX Group and Deutsche Börse Group as needed (parent companies based in Europe).
- Performs other duties as required

Preferred Professional Qualifications

- Bachelor degree in Human Resources or related field
- At least 5 years of diversified experience in Human Resources
- Proficient knowledge of ADP payroll system
- Ability to become thoroughly knowledgeable of laws affecting human resources administration including Virginia and Federal Law (and additional selective states too)
- Strong communication and organizational skills
- Ability to work cooperatively and collaboratively with all levels of employees, management, and external entities to maximize performance and creativity
- Strong problem solving and researching skills
- Self-motivated, having the ability to multi-task and work in a dynamic, fast-paced environment
- Proficient in Microsoft Office
- Ability and willingness to perform a wide range of tasks from keying in information to setting human resources strategy to communicating deftly and caringly.

Nodal Exchange is an equal employment opportunity/affirmative action employer and considers qualified applicants for employment without regard to race, gender, age, color, religion, national origin, marital status, disability, sexual orientation, or any other protected factor.

Please send an email of interest with your resume to employment@nodalexchange.com