



CHIEF HUMAN RESOURCES OFFICER

Memphis Light, Gas and Water

Memphis, TN

Memphis Light, Gas and Water is seeking a dynamic human resources professional to serve as CHRO.

About Memphis, Tennessee

A city of more of more than 600,000 residents, Memphis is known as the birthplace of the Blues, Soul, and Rock and Roll. Beale Street, famed for its energetic nightlife and historic blues heritage, is arguably the heart of the city's culture. City landmarks include Graceland, Sun Studio, the Stax Museum of American Soul Music, and the National Civil Rights Museum – all central to Memphis's rich cultural legacy.

The Orpheum Theatre is a restored vaudeville palace, hosts Broadway shows, concerts, ballets,

and seasonal cultural events, and arts districts – including Broad Avenue, the Cooper-Young Entertainment District, Overton Square, and South Main – dot the city. The Memphis Zoo is among the nation's largest, and the city boasts about 187 parks and 34 walking trails.



[Click here for a glimpse of what Memphis has to offer!](#)



Shelby Farms Parks in Memphis is one of the country's largest urban parks.

About Memphis Light, Gas and Water and the Chief Human Resources Officer

Memphis Light, Gas and Water (MLGW) is the nation's largest three-service municipal utility. Since 1939, MLGW has met the utility needs of Memphis and Shelby County residents by delivering reliable and affordable electricity, natural gas and water service.

MLGW's Chief Human Resources Officer (CHRO) reports to the MLGW President & CEO and directs the Division-wide human resource functions of Human Resources Business Partners, Employee Services, Talent Acquisition, Labor Relations, Human Performance & People Development, Compensation & HRIS, and Wellness, Benefits & Risk Management.

The salary range for this position is \$186,014.40 to \$279,011.20 annually with a midpoint of \$232,523.20. The final offer will be commensurate with the selected candidate's experience. Benefits of this position include a pension as well as a generous paid time-off package, tuition assistance, health and life insurance, and health club membership reimbursement.

The specific duties of the CHRO include, but are not limited to, the following:

- Ensure direct reports design, implement, and maintain effective employee systems.
- Provide leadership to all Human Resources functions/processes in order to provide optimal internal/external customer services.
- Establish and monitor short- and long-term strategies for successful employee relations.
- Provide progressive leadership to ensure recruitment and retention of quality employees.
- Review Division-wide disciplinary actions and/or EEOC cases, as necessary, and take appropriate action involving complex decisions.
- Provide company-wide guidance in organizational, policy and employee matters
- Manage union contract negotiations, compensation, benefits administration, and training.
- Represent the Human Resources division on various internal and external committees.
- Integrate communication among diverse functional units within the organization to ensure consistency/efficiency within the areas of responsibility.
- Review budgets, recommendations, and detailed studies, and select best alternatives.
- Meet with customers/employees to resolve problems/complaints.

Memphis Light, Gas and Water by the Numbers

440,000	Customers served
2,700	FTEs employed at MLGW
# 1	Largest local power company in the Tennessee Valley
\$2.5 bn	2025 budget
2,100	MLGW retirees

Position Qualifications

The qualified candidate for the position of Chief Human Resources Officer with Memphis Light, Gas and Water will have a minimum of a bachelor's degree in human resources, public administration, business administration, or related field. A master's degree and professional accreditation as a Senior Professional Human Resource (SPHR), Society for Human Resource Management Certified Professional (SHRM-CP), or Global Professional in Human Resources (GPHR) are preferred.

The qualified candidate will have at least eight (8) years of progressive management experience in one or more of the recognized Human Resource functions.

In alignment with the responsibilities of the position, the ideal candidate will demonstrate the following knowledge, skills, experiences, and traits:

- Broad knowledge of federal and state laws applicable to human resource functions
- Experience implementing HR technology solutions
- Ability to plan, formulate and execute policies/programs
- Analytical abilities required to solve complex problems
- Excellent communication skills to effectively related to people throughout the organization
- Mathematical ability to prepare/review financial/statistical report
- Ability to exercise discretion
- Ability to establish rapport and build trust
- Flexibility to adjust to changing conditions
- High level of integrity and track record of sound professional judgment
- Demonstrated ability to lead and motivate a diverse workforce

Special Requirement

The selected candidate must successfully complete NIMS Training within one year of starting the position.

To Apply

Memphis Light, Gas and Water is partnering with [PoliHire](#) to recruit the next Chief Human Resources Officer. To be considered for this position, attach **2 PDFs** – a letter of interest and your resume – in an email to MLGW_CHRO@polihire.com. Please include only your name (Last, First) in the subject line of the email.