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Partners in Anesthesia  
*One Exceptional Experience  
at a Time...Every Day.*

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*Position Title:* Vice President of Total Rewards

*Department:* Human Resources

*Reports to:* Kristine Meade

*Location:* Melville

### **Job Summary:**

The Vice President of Total Rewards will have the responsibility of planning and directing the design, development, implementation and execution of NAPA's total rewards programs. This position will have a focus on constant innovation to ensure that our benefit and compensation programs remain market-competitive, sustainable, scalable, and positively impact the performance of the organization. As the subject matter expert, this individual will have an in-depth understanding of external best-practices and innovative trends. This role will also oversee the HRIS function and strategy.

### **Duties & Responsibilities:**

- Provide leadership and direction to ensure that our benefits strategy and compensation aligns with NAPA's core values and will attract, engage and retain top talent for the organization.
- Analyze, review and assess the effectiveness of Total Rewards programs to ensure objectives are being met and recommend/implement changes as appropriate to support competitive market practice.
- Remain current with changes in benefits, retirement and compensation law and manage company relationships with state and local regulatory agencies as required
- Lead in the development and implementation of new health and wellness initiatives in partnership with the business to build a culture of wellness, enforcing healthy behaviors and optimize healthcare costs.
- Forge strong relationships with Benefits Brokers/Consultants and vendor partners to ensure benefits are designed competitively and delivered efficiently and effectively with the highest levels of service.
- Serve as an integral member of the HR Leadership Team to advise on programs impacting the organization as a whole and collaborate with HR Business Partners.

### **Core Values**

**Integrity | Excellence | Respect | Inspired Leadership**

- Manage the HRIS priorities, strategy and execution.

**Experience/Skill Requirements:**

- Bachelor's degree required from an accredited college or university, MBA preferred.
- Minimum of ten years' leadership experience of demonstrated experience in total rewards, compensation and benefits.
- Experience leading an HRIS function is desirable.
- Knowledge of current and future trends/practices in health and welfare benefit programs, compensation plans, and wellness initiatives.
- Expertise in regulatory and governing standards for health and welfare benefits, retirement plans, compensation, payroll, FMLA, workers compensation and disability.
- Ability to aggregate and analyze data for managing expenses and developing strategies.
- Demonstrate personal accountability and integrity, and an ability to build strong, productive relationships across business.

**Company Overview**

*As the premier provider of anesthesia and perioperative services in the United States, NAPA offers career opportunities to anesthesia and business professionals throughout the country. In fact, we believe that our success is inextricably linked to our ability to attract and retain the best and brightest to our anesthesiologist, nurse anesthetist and professional jobs.*

*Recognized among the 150 Top Places to Work in Healthcare for 2016 and 2017 by Becker's Healthcare, NAPA offers competitive compensation packages and a wide range of valuable, market-leading benefits that help you make the most of your career and your life. We also support our clinicians with top-notch leadership and administrative staffs so they can focus on delivering the high standards of care for which NAPA is well renowned. It is this integrated team model that has enabled us to create the compassionate working environment and company culture so valued by our employees.*

*If you are looking for a fast-paced, growing company in the healthcare industry that is committed to excellence, respect, integrity, and Inspired Leadership, then this may be a great next step in the advancement of your career.*

**If you are interested in this position, please contact Kristen Keller at [kkeller@napaanesthesia.com](mailto:kkeller@napaanesthesia.com) or (516) 945-3319.**