

2.19.2026 LISTSERV

JOBS

ON- SITE

Director of People & Culture

The Brunswick School- Jersey City, NJ

Apply- Email resume to Jillian Hernandez at JillianHernandez@thebrunswickschool.com

See job description attached

Staff Organizer & Staff Representative

Council of NJ State College Locals-AFT, AFL-CIO, NJ

See attachment to apply and JD

Labor Relations Specialist

The Forum Group- Queens, NY

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Human Resources Generalist

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Human Resources Specialist

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Regional Human Resources Representative

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HYBRID

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Kennedy's- Berkeley Heights, NJ

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HR Director

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Director of People & Culture

About the Job

The Brunswick School, a premier early learning organization serving more than 700 families and students across four buildings in downtown Jersey City, is seeking a **Director of People & Culture** to partner closely with the Founder and leadership team in shaping and advancing the school's people strategy.

This is a **high-impact, executive-level HR leadership role** designed for someone who has helped organizations scale — not just operate. With all four buildings at or near capacity and plans for future growth, this role will lead the people strategy required to support expansion, increased operational complexity, and long-term financial sustainability.

The Director of People & Culture will act as both a **spokesperson for employees** and a **business partner to leadership**, translating people strategy into operational and financial outcomes. This leader will own the full people function, bring strong judgment to tradeoffs, and ensure the organization's talent, culture, and systems support smart growth.

Key Responsibilities

Strategic Leadership, Scale & Business Partnership

- Serve as a strategic advisor to the Founder, providing counsel on workforce planning, organizational design, leadership structure, and people-related business decisions.
- Partner with leadership to align people strategy with growth plans, financial goals, and operational realities.
- Support expansion by building scalable people systems that enable consistent execution across current and future locations.
- Contribute to leadership discussions with a business-first mindset, understanding how people decisions impact margin, capacity, and performance.

People Operations & Financial Acumen

- Own all HR operations including talent acquisition, onboarding, performance management, compensation, benefits, compliance, and HR systems.
- Partner with leadership on labor planning, staffing ratios, compensation strategy, and people-related cost modeling.
- Use people data and operational metrics to assess trends, risks, and opportunities; translate insights into clear recommendations for leadership.
- Balance employee experience with cost discipline, productivity, and long-term sustainability.

Culture, Engagement & Employee Advocacy

- Act as a visible and trusted spokesperson for employees, representing employee needs while reinforcing accountability and business priorities.
- Build and sustain a high-performing, inclusive culture rooted in clarity, professionalism, and results.
- Lead engagement, retention, and development initiatives that improve performance and reduce turnover in a people-intensive environment.

Talent & Leadership Development

- Oversee full-cycle recruiting and retention strategies that support current operations and future growth.
- Partner with Center Directors to strengthen leadership capability, coaching, and performance management.
- Design development programs that support career progression while meeting operational and financial needs.

Compliance, Risk & Decision-Making

- Ensure compliance with all federal, state, and local employment laws and regulations.
- Identify and mitigate people-related risks with an understanding of business impact and operational exposure.
- Bring sound judgment and clear decision-making to complex employee situations.

Required Skills

- 7+ years of progressive HR leadership experience, including experience supporting **multi-site organizations or scaling a business across multiple locations**.

- Demonstrated ability to operate as a **business-minded HR leader**, not solely an HR administrator.
- Strong financial and operational acumen; experience partnering with leadership on budgeting, labor costs, and growth decisions.
- Ability to assess tradeoffs and make recommendations that balance people, performance, and profitability.
- Executive presence, strong communication skills, and the confidence to influence senior leaders.
- Bachelor's degree in Human Resources, Business, or a related field; HR certification preferred.
Business background or MBA a plus, but not required.

*Experience in education is **not required**. Candidates from multi-location, people-intensive environments such as healthcare, hospitality, childcare, retail, or professional services are encouraged to apply.