



VP, Human Resources

Cedar Fair is a publicly traded partnership headquartered in Sandusky, Ohio, and one of the largest regional amusement-resort operators in the world. The Company owns and operates 11 amusement parks, six outdoor water parks, one indoor water park and five hotels. Its parks are located in Ohio, California, North Carolina, South Carolina, Virginia, Pennsylvania, Minnesota, Missouri, Michigan, and Toronto, Ontario. Cedar Fair also operates the Gilroy Gardens Family Theme Park in California under a management contract. Cedar Fair's flagship park, Cedar Point, has been consistently voted the **"Best Amusement Park in the World"** in a prestigious annual poll conducted by *Amusement Today* newspaper.

Cedar Point is one of the largest Cedar Fair parks and was first developed as a recreational area in 1870. Cedar Point is located on a peninsula in Sandusky, Ohio bordered by Lake Erie and Sandusky Bay, approximately 60 miles west of Cleveland. Cedar Point is believed to be the largest seasonal amusement park in the United States, considering the 70 rides and attractions and the hourly ride capacity. It serves a six-state region in the Midwestern United States, which includes nearly all of Ohio and Michigan, western Pennsylvania and New York, northern West Virginia and Indiana, as well as southwestern Ontario, Canada. Located adjacent to the park is Cedar Point Shores, a separately gated and newly renovated water park. The Cedar Point property also includes several restaurants, four hotels, two marinas, an indoor water park, and an outdoor sports center.

Job Summary

The VP, Human Resources will be responsible for managing all aspects of Human Resources for Cedar Point, working closely with the General Manager, the Cedar Point leadership team, and the management at all the Cedar Point properties to ensure that a productive work force is in place to lead the business, manage the business, and operate the business.

The VP, Human Resources provides strategic leadership, proactive consultation and management for all HR activities, including recruitment and retention, talent management, Associate training and development, Associate relations, regulatory compliance, and Associate housing.

Principle Duties and Responsibilities

Lead the efforts to hire a quality seasonal workforce for all Cedar Point properties, which includes approximately 7,000 Associates. Work with the HR team and Corporate HR to ensure the seasonal hiring strategy is developed and executed so that the park's seasonal staffing needs are met. This includes the seasonal hiring of approximately 1,800 J-1 international students.

Lead the HR team and work cross-functionally to ensure quality on-boarding and training programs are developed and delivered for all seasonal staff. Training programs include both soft skills training and technical training to facilitate efficient and safe park operations in order to provide the very best Guest experience.

Oversee the seasonal Associate housing program, which includes seven dorm facilities and approximately 3,000 U.S. and international Associates. In addition to a quality employment experience, provide a "campus" atmosphere for this population of Associates that supports positive Associate relations and a sense of community. Support the initiatives and objectives of the J-1 Summer Work Travel program, which serves to provide an enriching and educational experience through work, community, and various activities throughout the summer season.

Develop and oversee retention programs throughout the year for both seasonal and full time Associates, including communication programs, recognition, Associate events, and engagement surveys.

Ensure that all Associate relations issues are handled fairly and effectively, while complying with state and federal laws. Partner with Corporate HR and legal, as needed, to resolve issues, while minimizing risk to Cedar Fair.

Partner with the Cedar Point leadership team to deliver talent management programs for more than 400 non-seasonal staff, including performance assessment, coaching and feedback, training and development, and succession planning.

Lead and develop a team of seven full time Human Resources executives and over 100 seasonal HR staff to deliver the HR programs for Cedar Point.

Adhere to and enforce all Cedar Fair policies and procedures, including safety, attendance and EEO policies, and demonstrate a commitment to guest service in all aspects of employment.

Qualifications for the position

The successful candidate should possess a broad and diversified human resources background in a retail, hospitality, or other services-driven organization of significant size. It is expected that this executive will have experience with HR programs, policies, and systems with a focus on large hourly and part-time workforces that tend to be young and transient. The ideal candidate will have experience leading a highly entrepreneurial HR department with a strong operational orientation.

- Minimum of 15 years of broad and deep human resources experience, including at least 5 years in more senior level positions.
- Strong working knowledge of employment laws and OSHA regulations
- A strategic mindset with the ability to focus on the day-to-day responsibilities and deliverables
- An analytical capability that facilitates day to day problem solving in addition to larger business challenges
- A collaborative work style and the ability to build strong cross-functional relationships with a service focused approach.
- Experience in union environments is beneficial
- Ability to establish credibility with Associates at all levels of the organization, providing leadership with insight that is connected to the Associate population
- A focused commitment to continuous improvement and development of strong teams
- Ability to pass a mandatory (or random) drug test and background check, which may include, but is not limited to credit, criminal, DMV, previous employment, education and personal references, per Company policy.

Education

A bachelor's degree is required

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