



The University of California Office of the President

Associate Vice President and Chief Human Resources Officer

The University of California Office of the President (UCOP) is seeking an experienced, strategic and forward-thinking leader to serve as the next Associate Vice President and Chief Human Resources Officer (AVP-CHRO) for the UCOP Human Resources Department.

Founded in 1868, the University of California (UC) is one of the world's leading public research university systems. With ten campuses, six medical centers, and three affiliated national laboratories, the UC is committed to delivering world-class education, research, and public service to California, the nation, and the world. The UC has been home to more than 70 Nobel laureates.

The UCOP, located in Oakland, California, is the university system's headquarters, managing its fiscal and business operations and providing centralized labor relations and legal services. The UCOP Human Resources Department functions as the dedicated HR organization for the Office of the President and serves UCOP's 2,200+ staff. Similar to the HR organizations at UC campuses and medical centers, UCOP HR provides comprehensive human resources programs and services tailored to the needs of the UCOP community.

Reporting to the Systemwide Vice President for Human Resources, the AVP-CHRO for UCOP will have the opportunity to elevate the department and explore innovative ways to transform its practice in support of the University of California's strategic goals and vision for the future during a dynamic time.

With seven direct reports and a team of 35 HR professionals, the AVP-CHRO for UCOP has direct oversight of the local UCOP units, including the HR Business Partners Team, Employee and Labor Relations, Talent Acquisition, Workforce Planning & Organization Development, Compensation & Payroll, Learning & Development, Disability and Leave Management, as well as grievances and complaints, staff personnel policies and procedures, wellness programs, employee engagement strategies, and HR-related strategic initiatives.

As the senior human resources leader for UCOP, the AVP CHRO leads the strategic direction, operational effectiveness, and overall performance of the HR organization, providing oversight across all functional areas to ensure high-quality service delivery and alignment with UCOP priorities.

This role also holds indirect oversight for local employee benefits counseling, staff assistance programs, and HR Information Systems (HRIS) services.

The AVP-CHRO is also co-owner of the UCOP Employer of Choice strategic goal, works closely with the Office of Workplace Inclusion and Belonging, and participates in systemwide goals, programs or projects, such as working collaboratively with other UC CHROs in determining changes to the overall UC HR strategic direction and UC systemwide HR policies. In this capacity, the AVP CHRO represents UCOP in systemwide HR discussions and collaborates with campuses and systemwide HR leaders to advance shared priorities while ensuring UCOP's needs and perspectives are represented.

The ideal candidate will have a broad understanding of the functional areas comprising the human resources department with a minimum of ten years of progressive human resources leadership experience.

The successful candidate's experience will demonstrate a track record of leading high-performing HR organizations and delivering operational and service excellence across HR functions, driving continuous improvement and measurable outcomes.

The successful candidate's experience will also include evidence of excellent fiscal management skills, experience developing highly effective human resources infrastructure, a demonstrated commitment to promoting an equitable and inclusive environment, and the ability to mentor and develop their teams.

Individuals with experience in a complex organization, who are highly collaborative, politically astute, visionary and effective at leading change management will be well-positioned for success.

Confidential inquiries, nominations, referrals, and applications are invited and can be submitted to the dedicated search mailbox: chroucop@mednet.ucla.edu.

Applications must be complete to be reviewed for consideration. A complete application includes: 1) Curriculum Vitae/ Resume 2) Cover letter that expands upon relevant experience, prior roles held and specific accomplishments within those roles, and 3) Completion of the UC Applicant Self-Identification form. To begin an application, please submit a CV/resume and cover letter to the search mailbox, the search firm will provide additional instructions for completing the application.

UCOP has engaged the [Executive Search Services](#) team at UCLA Health, a well-established UC internal firm that specializes in recruiting university leaders, to assist with this search.

Applications will be considered until an appointment is made, however, interested candidates are encouraged to submit materials to the above email address by May 20, 2026, for full consideration.

PayScale: \$275,000 to \$315,000 annually, commensurate with experience

Full Salary Range: \$198,600 to \$407,800 annually

The University of California, Office of the President is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. The full salary range shows the growth potential for this position, and the pay scale is the budgeted salary or hourly range that the University reasonably expects to pay for this position. It is not typical for an individual to be offered a salary at or near the top of the full salary range for a position.

Successful completion of a background check is required for this critical position. Details about UCOP's background check process can be found at: <https://www.ucop.edu/local-human-resources/manager-resources/hiring-process/background-checks.html>.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other categories covered by the [UC Anti-Discrimination Policy](https://policy.ucop.edu/doc/1001004/Anti-Discrimination) (<https://policy.ucop.edu/doc/1001004/Anti-Discrimination>).