

# POSITION ANNOUNCEMENT

06/23/2022



**Executive Search for:**

VP of Talent Strategy &  
Planning and DEI

**Vail Resorts**

390 Interlocken Crescent  
Broomfield, CO 80021

## POSITION ANNOUNCEMENT

# INTRODUCTION

VAIL RESORTS®



Vail Resorts is seeking an experienced leader, collaborator, and critical thinker who is committed to bringing about positive change as the organization's next Vice President of Talent Strategy & Planning and Diversity, Equity and Inclusion (DEI).

# ABOUT VAIL RESORTS



Vail Resorts has a long history in the ski industry, beginning with the opening of Vail Mountain in 1962. Today, our publicly-traded company (NYSE: MTN) is a leading global mountain resort operator with a portfolio of 40 resorts across 15 states and three countries, including some of the world's most iconic destinations as well as travel-centric retail and hospitality businesses.

Our mission, which comes to life through our brave, ambitious, and passionate employees, is to create an Experience of a Lifetime™ for our guests. Through EpicPromise, our corporate responsibility platform, we are also driven by our commitment to the environment, the communities where we operate, and our team.

# VAIL RESORTS VALUES



As Vail Resorts employees, we hold ourselves accountable for living these foundational values every day in everything we do.

**SERVE OTHERS:** Own it, personalize it and elevate it.

**DO RIGHT:** Act with integrity – always do the right thing, knowing it leads to the right outcome.

**BE INCLUSIVE:** Welcome everyone to our company, resorts, and communities—include all races, gender identities, sexual orientations, abilities, and other differences.

**DRIVE VALUE:** Grow profit through smart and innovative business practices.

**DO GOOD:** Preserve our natural environments and contribute to the success of our local communities.

**BE SAFE:** Be committed to the safety and wellness of our employees and guests.

**HAVE FUN:** Fun is our product – create fun, enjoy your work and share the contagious spirit.

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## COMMITMENT TO ZERO:

Climate change is one of the most serious issues facing not only the ski industry, but the world. As a company that is rooted in the great outdoors, we have a special responsibility to protect the environment for future generations. We believe the most significant opportunity to make a measurable impact on climate change exists within our own operations.

We have pledged to achieve a zero net operating footprint by 2030 across the entire enterprise—and have made significant progress. Commitment to Zero allows one mountain resort operator to have a big impact on preserving the environment through its three pillars: zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat.

# VAIL RESORTS EPICPROMISE



Through the three EpicPromise pillars, everything we do is built upon the promise of bringing together the mountains, our communities, employees, and guests to ignite a passion for the outdoors, conserve the natural environment and support our local communities for a sustainable future. Vail Resorts' EpicPromise includes:

## Commitment to Zero

- Achieve zero net emissions by 2030, with 50 percent progress toward this goal by 2025.
- Achieve zero waste to landfill by 2030 and increase waste diversion to 50 percent by the end of 2020.
- Achieve zero net operating impact on forests and habitat by 2030 by planting or restoring an acre of forest for every acre of forest displaced by our operations from FY 2017 onward.

## Community Investment

- Promote the health and sustainability of our resort communities through multi-faceted and localized support.

## EpicPromise Employee Foundation

- Support our team with educational scholarships and emergency relief grants

Learn more and read our most recent annual EpicPromise progress report at [EpicPromise.com](https://www.epicpromise.com).

For more information about who we are, visit Vail Resorts' website at [VailResorts.com](https://www.vailresorts.com).

# POSITION DESCRIPTION



## LOCATION

Broomfield, Colorado, or remote from one of the states in which Vail Resorts operates

The Vice President of Talent Strategy & Planning and Diversity, Equity and Inclusion (DEI) is responsible for developing and executing the enterprise talent management strategy that elevates the employee experience and builds a diverse leadership pipeline to drive growth and profitability at Vail Resorts.

In this role, you will focus on shaping and leading the enterprise DEI strategy and outcomes to achieve our company growth objectives and utilizing talent insights and organization data to craft thoughtful, inclusive, and progressive talent management solutions to support our people and programs.

This will include involvement in a range of strategic initiatives including the design and implementation of talent management practices in context of the organization's strategic goals and growth ambition. This role will build and lead a high-performing team of 7 talent management and DEI professionals.

# PRIMARY RESPONSIBILITIES



- Demonstrate values-driven leadership and build an inclusive and empowering team culture.
- Design, champion and lead DEI leadership and culture change programs to achieve business goals.
- Lead all efforts related to strategy, design, and delivery of integrated talent management programs/processes for the enterprise:
  - Enterprise Talent Management architecture, enabled by data-driven talent insights, connected across all touchpoints in our talent management system, process, and tools.
  - Collaborate with colleagues across HR to ensure seamless incorporation of DEI principles into core talent and culture programs.
  - Leadership Attributes that define leadership potential for success at Vail Resorts, in order to elevate the overall leadership talent pipeline, today and for the future.
  - Leadership competencies to be differentiated by career stage to guide individual development priorities.
  - Objective assessment, process, and tools to ensure development at scale to build a robust, diverse leadership pipeline.
- Evaluate and support program best practices to ensure there is enterprise-wide adoption, knowledge sharing, and consistency.
- Leads design and execution of best-in-class, inclusive Talent solutions, such as: Leadership Talent Review, Performance Management, Assessment and Selection, Talent Analytics, Engagement and Retention, Internal Talent Pools.
- Designs effective and efficient communications to keep all stakeholders connected, informed, and on track with talent program solutions.
- Maintain a thorough knowledge and understanding of Vail Resorts policies, code of ethics, mission, vision, and values.

# IDEAL CANDIDATE PROFILE



- Thinks strategically, applying business insights to formulate and drive Talent solutions that achieve organizational effectiveness.
- Champion awareness for and understanding why Diversity, Equity, and Inclusion (DEI) is a differentiator for Vail Resorts.
- Makes informed decisions and measures the ROI of talent investments through the use of data and analytics.
- Proactive approach to developing a robust and diverse talent pipeline for the future.
- Able to design talent solutions for all levels of maturity.
- Confidence to have a strong point of view and express it even if it proves unpopular.
- An ability to build long-term, trusting relationships with cross-functional partners.
- Supports the professional growth and development of employees across all levels of the organization.
- Champions the culture, while embracing regional and cultural differences in working styles.
- Strong learning agility. Enjoys and excels in environments where they must tackle and solve new and increasingly complex strategic business challenges and issues—incorporating the newest ideas, technologies, and approaches to business.
- A brave, ambitious, and passionate leader who is comfortable in their own skin while also demonstrating a high level of emotional intelligence and self-awareness.

# IDEAL CANDIDATE PROFILE



## EDUCATION, EXPERIENCE, & TRAINING

- Bachelor's degree required. Master's degree preferred, not required.
- Minimum 10 years HR experience with 2 years high-level Talent Management or HR business partner experience.
- Experience defining talent program requirements and using data to inform processes and strategy preferred, not required.
- Experience delivering cross functional projects and leveraging HR technology, program and/or project management.
- Demonstrated ability to use sound judgment in decision-making.
- Minimum 3 years supervisory experience.

## SKILLS

- Business and Financial Acumen
- Relationship management
- Diversity, Equity, and Inclusion awareness; experience designing DEI talent programs a plus
- Detail-oriented with the ability to maintain composure under pressure and a professional and positive attitude
- Strong organizational and time management skills are necessary to manage multiple assignments in a rapidly changing environment

# THE FINE PRINT



## TIME FRAME

Vail Resorts is seeking to have a new Vice President of Talent Strategy & Planning and Diversity, Equity, and Inclusion in place by August 2022.

## COMPENSATION RANGE

\$210,000-230,000 (will commensurate based on experience) + annual bonus + equity

# VAIL RESORTS®

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# NEXT STEPS

If you would like to apply for the position of the Vail Resort's next Vice President of Talent Strategy & Planning and Diversity, Equity and Inclusion, please go to:  
[motusrecruiting.co/VailResorts](https://motusrecruiting.co/VailResorts)



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**THANK YOU, AND WE  
LOOK FORWARD TO  
WORKING WITH YOU.**