

## **Director of Human Resources**

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Urology San Antonio is a group of over 200 individuals dedicated to improving urologic health and overall wellness. With over 30 medical providers across eight locations, our practice delivers the most comprehensive and convenient care in South Texas.

### **Job Summary**

The Director of Human Resources is a member of the senior administrative team and provides leadership for the human resources function and the practice as a whole while serving as a trusted advisor and business partner to the senior administrative team. Reporting directly to the Executive Director, this position will be responsible and accountable for providing vision and leadership in the development, design and implementation of effective, sustainable and transformative human resource strategies, programs and services designed to support the vision, mission, values and related business goals and objectives of Urology San Antonio.

The Director of HR provides leadership on all aspects of human resource-related initiatives, including recruiting, onboarding, training, succession planning, performance improvement, employee engagement, company culture, and leadership development.

### **Responsibilities**

Leads all functions of Human Resources department  
Establishes HR objectives in line with organizational goals  
Manages all aspects of recruiting, selecting, orienting, training, coaching a high-performing workforce.  
Manages performance improvement and leadership development using recognized and validated management best practices.  
Champions patient-focused, exceptional customer service.  
Supports management by providing human resources advice and counsel.  
Assists management with counseling and disciplining staff.  
Develops HR operations strategies by estimating, forecasting, and anticipating requirements based on identified trends.  
Complies with federal, state, and local legal requirements by studying existing, new, and anticipated legislation; enforcing adherence to requirements and advising management on needed actions.

### **Qualifications**

- Bachelor's Degree in Business, Human Resources or related field required; Master's Degree in related field preferred
- A minimum of five to seven years of progressive HR leadership experience including broad knowledge in all HR areas including recruitment, employee relations, compensation and benefits, employee development, etc. required
- HR experience in a healthcare environment is preferred
- Strong written, verbal communication skills required
- Strong presentation skills required
- Confident with Microsoft Office suite; especially Excel, PowerPoint, and Word.

Send confidential resumes to Alan Winkler, FACMPE at [alan.winkler@urologysa.com](mailto:alan.winkler@urologysa.com)