

CHIEF EXECUTIVE OFFICER

CPS HR  CONSULTING

CPS HR  CONSULTING

Position Marketed by
Clear Career Professionals
www.clearcareerpro.com



Clear Career Professionals

Transformative Culture

CPS HR fosters a dynamic, collaborative, and innovative work environment where ideas thrive. The organization is committed to engagement, inclusivity, agility, and integrity.

The organizational culture is built on:

- ✔ **Empowered Engagement** - Every team member plays a key role in decision-making.
- ✔ **Inclusive Leadership** - Diversity drives their success.
- ✔ **Agility & Strategic Thinking** - They embrace change with confidence.
- ✔ **Accountability & Integrity** - Trust and transparency define their approach.

The CPS HR workplace embodies this commitment, creating a welcoming space for learning, growth, and innovation; where employees and partners come together to collaborate and shape the future of HR consulting.



Core Principles That Define Their Work:

- ✔ **Care for Their Customers** - They prioritize client needs and deliver impactful solutions.
- ✔ **Care for Each Other** - They foster a supportive, inclusive, and collaborative environment.
- ✔ **Care for the Organization** - They uphold integrity and excellence to ensure long-term success.



Shaping the Future

CPS HR Consulting is redefining the future of public-sector human resources by delivering customized, innovative solutions that drive organizational performance. With a legacy spanning four decades, CPS HR remains at the forefront of HR strategy, talent management, and leadership development tailored to meet government needs.

WHAT SETS CPS HR APART?

Industry Expertise: With deep roots in the public sector, CPS HR understands the unique challenges government agencies face and provides targeted solutions that drive results.

Innovative Solutions: From talent assessments to leadership development, CPS HR pioneers modern HR strategies to help agencies attract, retain, and elevate top talent.

National Reach, Local Impact: While headquartered in Sacramento, CPS HR serves clients nationwide, bringing best practices from across the country to deliver localized, effective workforce solutions.

Data-Driven Decision Making: CPS HR leverages analytics and workforce insights to create sustainable HR programs that ensure long-term success.

Partnership Approach: More than a consulting firm, CPS HR is a trusted advisor, working hand-in-hand with agencies to build stronger, more effective HR systems.



The Vision

Enabling people to realize the promise of the public sector.

The Mission

Promoting HR excellence in the public sector.

Opportunity to Elevate

Full-time
Employees: 100+

Consultants/Part-
Time: 300+

Member
Entities: 7

Annual Revenue:
\$33M+

CPS HR Consulting, with over 40 years of excellence in HR innovation, seeks a visionary leader to drive strategic growth and operational excellence while honoring its legacy. This role demands public-sector insight paired with an entrepreneurial mindset to fuel continued success.

The new CEO will be expected to:

Preserve & Enhance Excellence - Build on CPS HR's reputation as a trusted HR partner, refining and optimizing processes for top-tier service.

Balance Public Service & Business Strategy - Navigate government operations while applying private-sector best practices to meet evolving workforce demands.

Drive Innovation & Growth - Lead with stability and vision, fostering collaboration, innovation, and efficiency while maintaining a strong organizational culture.

Strengthen Partnerships - Cultivate lasting relationships with stakeholders, clients, and teams, ensuring CPS HR remains a leader in HR consulting.

Leadership



Characteristics

CPS HR Consulting seeks an influential, results-driven leader who can inspire teams, drive operational excellence, and expand the organization's impact in the public sector.

» KEY QUALIFICATIONS:

Visionary Leadership - Proven ability to execute strategic initiatives, engage stakeholders, and lead with confidence.

Financial & Business Acumen - Expertise in budget management, financial forecasting, and adapting business models for sustainable growth.

Public-Sector Expertise - Deep understanding of government operations, regulatory frameworks (California PERS, JPA), and compliance requirements.

Innovative Problem-Solving - Track record of developing new services, expanding client pipelines, and strengthening market presence.

Change Management & Cultural Awareness - Ability to guide teams through transitions while fostering collaboration and adaptability.

» MINIMUM QUALIFICATIONS:

Bachelor's degree in Business, Public Administration, HR Management, or a related field.

Preferred: Advanced degree (MBA, MPA) and extensive knowledge of California PERS regulations and public-sector HR compliance.

» RECRUITMENT TIMELINE:

Application Period: March 6 – April 3, 2025

Semi-Finalist Interviews: April 7 – April 11, 2025

Finalist Evaluations & Reference Checks: April 15 – April 25, 2025

Executive Committee Interviews & Offer Extended: April 28 – May 2, 2025

This is an extraordinary opportunity to lead a high-performing, mission-driven organization. If you have the expertise, vision, and passion to drive HR excellence in the public sector, apply now and be part of CPS HR's next chapter of success.

Explore Sacramento

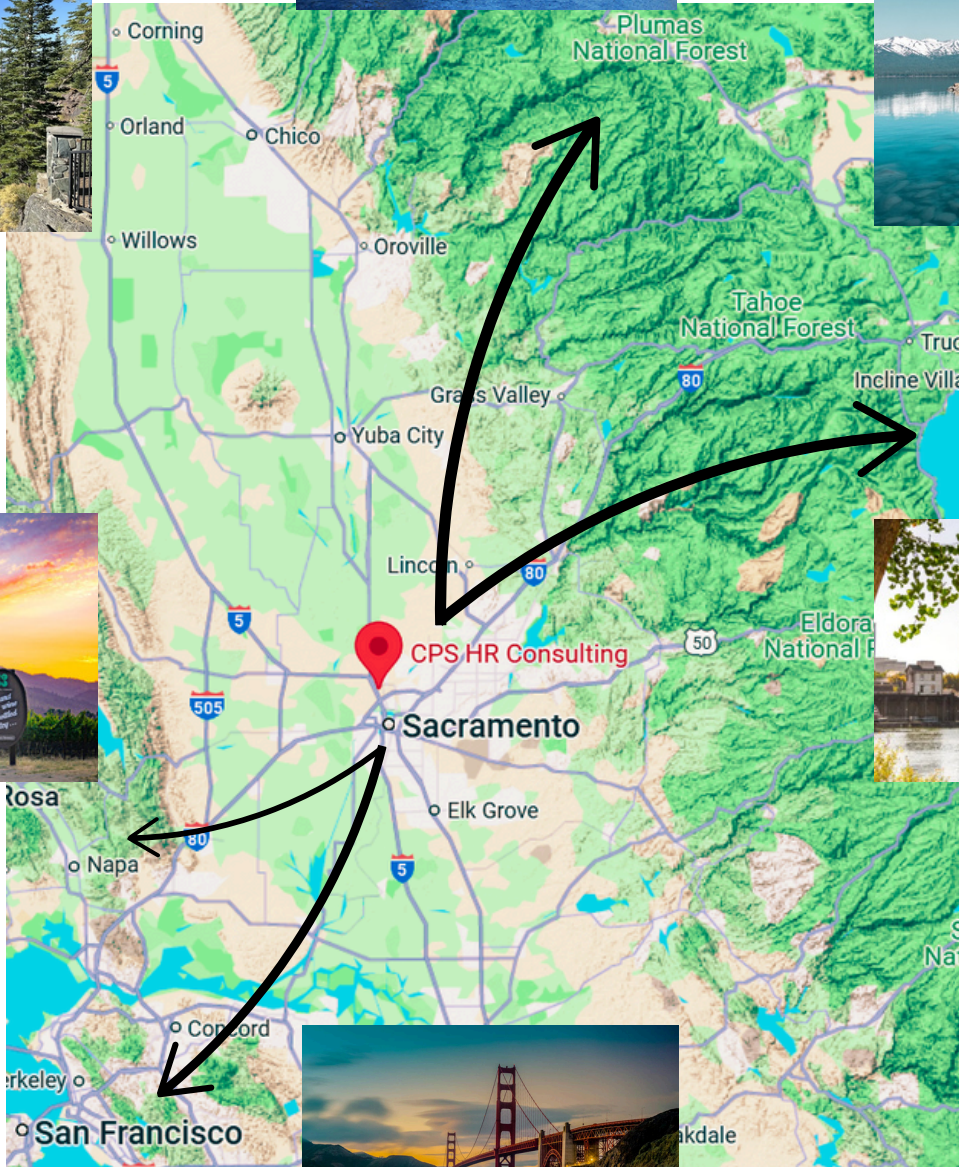
The American River Parkway



Plumas National Forest



Lake Tahoe



Napa Valley



Sacramento



San Francisco

What is Offered

Comprehensive Benefits Package:

The Chief Executive Officer will enjoy a robust benefits program that includes:

- Opportunities for compensation growth based on performance and alignment within the organization's compensation structure.
- Health Coverage: Multiple medical, dental, and vision plan options designed to suit diverse needs.
- Deferred Compensation in addition to Retirement Plan with California Public Employee's Retirement System (CalPERS) – [Maximum pension eligibility subject to Public Employees' Retirement Law limitations]
- Basic and supplemental Life and AD&D insurance, along with Income Protection benefits (Short-Term and Long-Term Disability).
- Flexible Spending & Health Savings Accounts options to set aside pre-tax dollars for health care and dependent care expenses.

Location Requirement:

The Chief Executive Officer is required to reside in or be based in Sacramento for the majority of the time, ensuring effective leadership and close engagement with the organization's core operations.

Salary Range:

The Chief Executive Officer position offers a competitive base salary between \$250,000 and \$300,000 annually.



CPS HR  CONSULTING

Join the

CPS HR  CONSULTING

Team

Email Cover Letter and Resume to
CPSHR@clearcareerpro.com.

Faxed and mailed submissions will not be
considered.

For more information on this position contact:
Michael Boese, President

Clear Career Professionals, LLC
michael@clearcareerpro.com
(972) 837-0916