

Leadership Opportunities.docx



Columbia County
SCHOOL DISTRICT

Leadership Opportunities

To apply for the position(s) listed below:

1. Complete/update your application online (out-of-county applicants only) Columbia County Certified Online Application.
2. Submit your letter of interest, resume and two reference letters or reference contact information from current or former supervisors.

Human Resources Director of Talent Management

The Columbia County School District, Georgia's 14th largest school district and a recognized leader in academic excellence, is seeking an innovative and collaborative leader to serve as Director of Talent Management.

This position provides strategic leadership for recruitment, staffing, onboarding, employee engagement, and retention initiatives designed to attract and retain exceptional employees across the District.

Key Responsibilities

Lead district-wide recruitment, staffing, and retention efforts.

Develop workforce pipelines through university partnerships, recruitment events, and talent acquisition initiatives.

Coordinate teacher screening events and candidate selection processes.

Support onboarding and induction programs for new employees.

Analyze workforce trends and staffing data to support organizational planning.

Develop employee engagement and retention initiatives.

Provide HR guidance and support to district and school leaders.

Minimum Qualifications:

Bachelor's degree required; Master's degree preferred.

Five years of progressively responsible leadership experience in human resources, recruitment, talent management, or related fields.

K-12 experience preferred.

Strong communication, leadership, and organizational skills.

Employment Terms:

Contract Length: 240 days

Salary Level: Administrative Salary Scale, Grade G

Application Deadline: **2 July 2026**

Starting Date: **July 2026**

All interested applicants must complete [THIS FORM](#) and forward a letter of interest and resume to: hr@ccboe.net.

Anthony W. Wright, Chief Human Resources Officer
Columbia County School District
4781 Hereford Farm Road
Evans, GA 30809

The Columbia County Board of Education is an equal opportunity employer. Applicants for all positions are considered without regard to race, color, religion, gender, gender identity, national origin, age, marital or veteran status, or the presence of a non-job-related medical condition or handicap.

Coordinator of HR Operations and Compliance

The Columbia County School District, Georgia's 14th largest school district and one of the state's premier public school systems, is seeking a highly organized and service-oriented professional to serve as Coordinator of HR Operations & Compliance.

This position supports the daily operations of the Human Resources Division through leadership of compliance, reporting, workforce analytics, process improvement, and personnel administration functions.

Key Responsibilities:

Coordinate daily Human Resources operations and workflow processes.
Ensure compliance with district, state, and federal personnel requirements.
Manage personnel reporting, audits, and workforce data analysis.
Support HRIS operations, process improvement, and data integrity initiatives.
Develop procedures that improve efficiency and customer service.
Prepare reports and workforce analyses for district leadership.
Support recruitment, onboarding, and employee service functions.

Minimum Qualifications:

Bachelor's degree required.
Five years of progressively responsible experience in human resources, administration, operations, compliance, or related fields.
K-12 experience preferred.
Strong analytical, organizational, and communication skills.

Employment Terms:

Contract Length: 240 days
Salary Level: Administrative Salary Scale, Grade I
Application Deadline: **2 July 2026**
Starting Date: **July 2026**

All interested applicants must complete [THIS FORM](#) and forward a letter of interest and resume to: hr@ccboe.net.

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