

Medica

VICE PRESIDENT OF TALENT & CULTURE

JOB SPEC

Overview:

Medica is a nonprofit health plan with more than a million members that serves communities in Minnesota, Nebraska, Wisconsin, Missouri, and beyond. We deliver personalized health care experiences and partner closely with providers to ensure members are genuinely cared for.

We're a team that owns our work with accountability, makes data-driven decisions, embraces continuous learning, and celebrates collaboration — because success is a team sport. It's our mission to be there in the moments that matter most for our members and employees. Join us in creating a community of connected care, where coordinated, quality service is the norm and every member feels valued.

The Vice President, Talent & Culture is a strategic enterprise leader responsible for shaping and delivering the People Team strategy that fuels Medica's cultural transformation and future growth. This role serves as the enterprise authority on talent strategy, advising the CPO, ELT, and Board on workforce readiness, succession risk, and leadership capability. This role oversees the modernization of Talent Acquisition, the design and execution of a comprehensive Talent & Learning ecosystem, and the development of a unified approach to performance, mobility, engagement, succession, and leadership development. This leader brings strong technical fluency in talent operations, HR technology, and automation, with the ability to envision and deliver modern, scalable, and data-enabled talent systems

The VP partners closely with ELT members, HRBPs, COEs, and cross functional leaders to drive talent effectiveness, build scalable pathways for employee growth, and ensure that culture is reinforced through consistent systems, practices, and people processes. The leader in this role must be an exceptional communicator who influences all levels, connects dotted lines across HR functions, and ensures coherent, timely, and aligned messaging across the organization. Performs other duties as assigned.

Key Accountabilities:

- Talent Strategy, Leadership Development & Learning Ecosystem
 - Owns the enterprise talent architecture, including standards, governance, and operating model decisions across all talent disciplines
 - Design and continuously evolve a modern, technology-enabled talent ecosystem that leverages automation, data, and digital platforms to scale learning, leadership development, performance, mobility, and career pathways
 - Develop and execute a holistic talent development strategy including learning paths, core curriculum, leadership development, action learning programs, and scalable career pathways
 - Ensure all development offerings align with the organization's cultural transformation goals and new job architecture
 - Oversee the design and modernization of performance management, talent mobility, and leadership capability frameworks
 - Partner with HRBPs and COEs to ensure talent solutions meet the needs of leaders, highpotential segments, and critical roles

Medica's Executive Search Partner:

- **Talent Acquisition Modernization & Workforce Effectiveness**
 - Lead the reimagination of talent acquisition through process redesign, technology enablement, automation, and data-driven decision making to improve speed, quality, equity, and experience
 - Establish TA performance standards, sourcing strategies, and hiring experience improvements aligned to workforce and growth needs
 - Ensure TA is integrated with talent management, job architecture, internal mobility, and enabling technology platforms to create a seamless, end-to-end talent ecosystem
 - Partner with Finance and business leaders to anticipate future skills, plan for workforce needs, and support strategic hiring priorities
- **Culture, Engagement & Organizational Effectiveness**
 - Accountable for enterprise succession strategy, leadership bench strength, and mitigation of critical role and readiness risk
 - Lead the strategy for culture activation, ensuring shared ownership across leaders and HR functions
 - Oversee employee engagement strategy, insights, and action planning; leverage data to drive outcomes in wellbeing, leadership, DEI, and employee experience.
 - Guide the evolution of change management practices and organizational development interventions to support transformation
 - Ensure culture, leadership expectations, talent practices, and employee experience standards reinforce the organization's broader system of work
- **Enterprise Communication, CrossHR Integration & Executive Influence**
 - Represents talent and culture strategy in executive and Board-level discussions as required
 - Serve as a prolific communicator and connector across the People Team—ensuring TA, L&D, Talent Management, HRBPs, Facilities, and HR Ops deliver coordinated, timely, and consistent messages to leaders and employees
 - Work closely with the CPO, ELT, and HRLT to align and prioritize talent and culture initiatives
 - Influence and advise senior leaders on talent trends, workforce risks, capability gaps, and cultural implications
 - Partner crossfunctionally to ensure talent and culture strategies are integrated into business planning, strategic initiatives, and operational decisionmaking

Qualifications

- **Required Qualifications**
 - Bachelor's degree in Human Resources, Business, Organizational Development, or related field
 - 15+ years progressive leadership experience spanning Talent Acquisition, Talent Management, Learning & Development, Organizational Development, or Culture/Engagement with at least 7-10 years enterprise or multi-function leadership scope of responsibility
- **Preferred Qualifications**
 - Master's degree in HR, Business, Organizational Development, or related field
 - Experience in a Chief Talent Officer, VP Talent, or similar enterprise talent leadership role
 - Experience leading change in a complex, matrixed environment
 - Demonstrated success integrating culture, performance, and talent strategies into business operating systems
- **Skills and Abilities**
 - Demonstrated success leading enterpriselevel talent and culture initiatives

Medica's Executive Search Partner:

- Proven experience developing learning strategies, leadership programs, and core development pathways
- Experience leading or significantly influencing HR technology strategy, including talent systems, learning platforms, performance tools, or workforce analytics, in partnership with HR Operations and IT
- Demonstrated ability to reimagine and modernize talent processes through automation, digital workflows, and operating model design to improve scalability, efficiency, and user experience
- Experience modernizing TA practices, processes, and technology
- Strong executive communication capability; able to influence, synthesize, and communicate across all levels of leadership
- Ability to lead through ambiguity, drive clarity, and bring together multiple HR functions toward a unified talent strategy

Additional Information

This position is an Office role, which requires an employee to work onsite at our Minnetonka, MN office, on average, 3 days per week.

The full base pay salary range for this position is \$256,000 - \$384,000. Annual base pay salary range placement will depend on a variety of factors including, but not limited to, education, work experience, applicable certifications and or licensures, the position's scope and responsibility, internal pay equity and external market salary data.

In addition to base compensation, this position is eligible for Medica's Short Term Incentive plan, Long Term Incentive plan and our Supplemental Executive Retirement Plan.

Medica offers a generous total rewards package that includes competitive medical, dental, vision, executive life insurance, Self-Managed Time Off, Holidays, paid volunteer time off, 401K contributions, caregiver services and many other benefits to support our employees.

The compensation and benefits information is provided as of the date of this posting. Medica's compensation and benefits are subject to change at any time, with or without notice, subject to applicable law.

Internal Applicants: We're excited about your interest in growing your career at Medica! To be eligible to apply for internal opportunities, employees must have been in their current role for at least one year.

Recruiter: Ericka Johnson

Eligibility to work in the US: Medica does not offer work visa sponsorship for this role. All candidates must be legally authorized to work in the United States at the time of application. Employment is contingent on verification of identity and eligibility to work in the United States.

We are an Equal Opportunity employer, where all qualified candidates receive consideration for employment indiscriminate of race, religion, ethnicity, national origin, citizenship, gender, gender identity, sexual orientation, age, veteran status, disability, genetic information, or any other protected characteristic.

Medica's Executive Search Partner: