

# POSITION PROFILE

**Vice President, Talent and  
Human Resources Business Partnering**



# ABOUT DUPONT ELECTRONICS

[Dupont Electronics](#) is a global leader for Electronic Materials including Semiconductor Solutions and Advanced Electronics Products and is contemplated to separate into an independent publicly traded company around November 1, 2025.

Electronics will be a leading global provider of differentiated electronics materials including key consumables used in semiconductor chip manufacturing, as well as advanced electronic materials enabling reliable signal integrity, power management and thermal management. The company will be well positioned to capture growth in the semiconductor industry, driven by high-performance computing demands from AI, high speed connectivity, smart and autonomous vehicles and the Internet of Things, among other mega-trend growth drivers.

Electronics will be comprised of the existing Semiconductor Technologies and Interconnect Solutions lines of business. These businesses will generate net sales of approximately \$4B, \$20B Market Cap, \$23B Enterprise Value, 18 – 20x EBITDA multiple. Electronics will focus on innovation-based growth. With robust cash flow generation, Electronics will be well positioned to pursue ongoing organic growth initiatives and have flexibility to pursue inorganic growth opportunities.

Total employee population is ~10,000 with about half of employees in Asia. The company will be headquartered in Wilmington, DE.

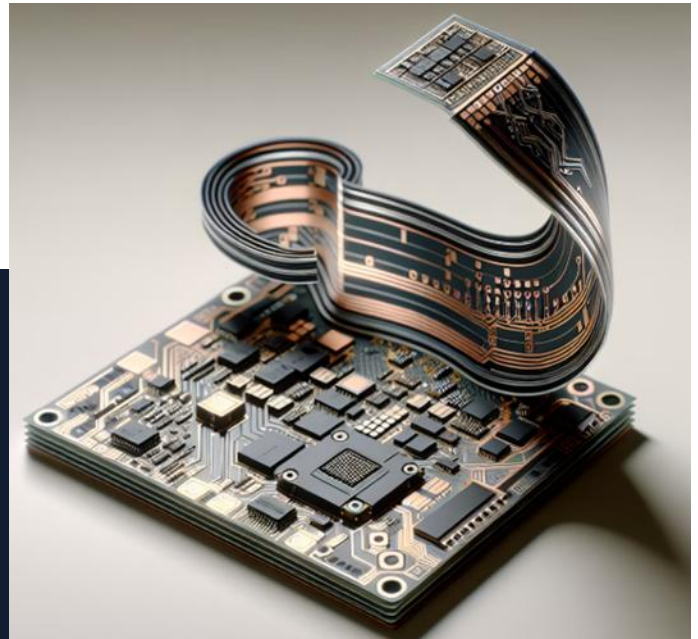


# POSITION SUMMARY

The Vice President of Talent and HR Business Partnering is a dynamic leadership role responsible for shaping and executing the Electronics organization's talent strategy, integrating succession planning, and ensuring HR strategies align with business objectives. In this pivotal role, the Vice President will collaborate closely with executives and business leaders to align HR initiatives with organizational objectives, fostering a culture of engagement, innovation, and excellence. This role will play a crucial role in shaping the workforce to meet current and future business needs as a public company. This is an exciting opportunity to shape the talent agenda, supporting the company's commitment to nurturing and developing talent, and potentially serving as a successor to the CHRO.

By combining Talent and HR Business Partnering under one strategic leader, the company benefits from a seamless, inclusive talent lifecycle approach that:

- **Enhances Strategic Alignment** – Ensures HR Business Partners work closely with the Talent Management and Talent Acquisition teams to align hiring, development, and retention strategies with business goals.
- **Creates a Unified Talent Strategy** – Bridges external hiring with internal talent development across people processes.
- **Requires Both Vision and Hands-On Leadership** – This is not just a high-level oversight role — the leader must be willing to dive deep, lead initiatives, and solve challenges directly.
- **Drives Business Outcomes** – Allows HR leaders to act as true business partners, leveraging data-driven insights to optimize talent decisions while ensuring inclusive, people-first practices.
- **Increases Operational Efficiency** – Reduces silos between hiring, talent development, and HR strategy, ensuring a more agile, responsive, and high-impact HR function.



The ideal candidate for this critical global role is an action-oriented, business-savvy HR executive who moves beyond theory and is deeply engaged in execution. The Vice President must be equally comfortable setting long-term strategies and rolling up their sleeves to solve immediate challenges, making real-time impact on hiring, talent development, and leadership succession. This role is ideal for an HR leader who thrives in a fast-paced, high-growth environment and is comfortable wearing multiple hats and working with a global team.

## REPORTING RELATIONSHIPS

The Vice President of Talent and HR Business Partnering reports directly to the Chief Human Resources Officer and serves as a senior member of the Global HR leadership team for the business. The Vice President leads a global organization with senior level direct reports in human resources business partnering, talent acquisition, learning and development, and talent management.



# PRIMARY RESPONSIBILITIES

## Talent Management & Development

- Develop and execute high-impact talent management strategies that identify, develop, and retain top talent to meet business goals and enhance employer brand.
- Implement performance management frameworks that drive accountability, high performance, and foster a performance culture centered on accountability and appreciation through one-on-one conversations and continuous feedback.
- Establish learning and development initiatives that enhance employee skills and leadership capabilities consistently across the company.
- Cultivate a robust culture and establish a systematic approach for strategic employee development discussions, ensuring that action plans are seamlessly transformed into actionable, measurable results that enhance organizational success.
- Oversee development programs, career pathing, and succession planning.

## Leadership Development

- Assess existing leadership capabilities and identify gaps to create a robust leadership development framework applicable across all organizational levels.
- Serve as a trusted advisor to business leaders on talent and succession planning, ensuring a strategic outlook that prepares the organization for future challenges.

- Drive continuous improvement in leadership effectiveness through tailored programs that promote accountability, inclusivity, and performance.

## Employee Development

- Advocate for impactful training and leadership development programs that empower employees for long-term success within the organization.
- Initiate programs that elevate organizational learning experiences and enhance performance management, aligning them with our corporate values.
- Build strong partnerships with external learning and development experts to stay at the forefront of industry trends and best practices.

## Succession Planning

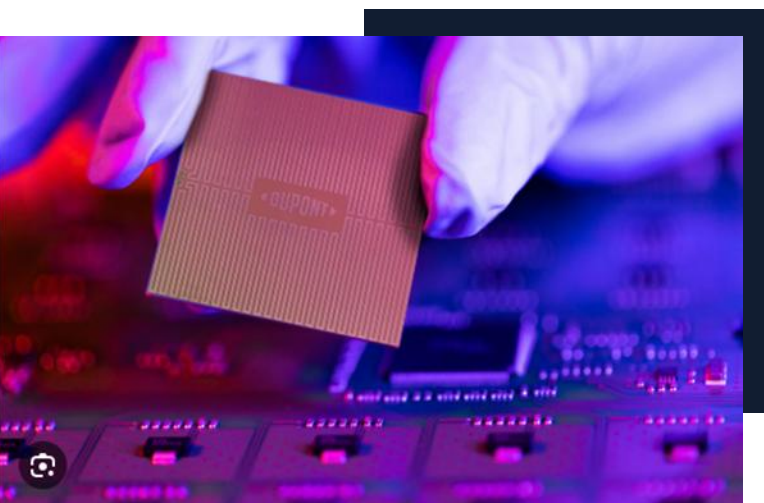
- Design and implement a succession planning strategy to ensure a strong leadership pipeline.
- Identify and develop high-potential employees.
- Work closely with senior leadership to assess key talent gaps and future leadership needs.
- Personally lead and engage in succession planning reviews, mentorship programs, and leadership readiness initiatives.

## Talent Acquisition & Workforce Planning

- Lead talent acquisition strategies to ensure robust candidate pipelines and an inclusive hiring process.
- Strengthen employer branding efforts to attract top talent and skilled professionals.
- Utilize HR analytics and recruitment metrics to track goals, hiring efficiency, and talent pipeline effectiveness.
- Ensure hiring efforts are not only strategic but also hands-on — coaching recruiters, engaging with candidates, and fine-tuning recruitment processes in real time.

## HR Business Partnering

- Act as a trusted and proactive HR advisor to senior leadership, aligning HR initiatives with business objectives.
- Provide guidance on workforce planning, organizational design, and equitable leadership development.



- Partner with Employee Resource Groups (ERGs) and leadership teams to drive meaningful cultural transformation.
- Lead employee engagement initiatives with an emphasis on belonging, psychological safety, and equity.
- Actively partner with business leaders on a regular basis, addressing talent challenges head-on and ensuring HR is a true driver of business success.
- Provide hands-on coaching to leaders, ensuring they have both the strategic vision and the tools to execute effectively.
- Serve as a thought leader on emerging inclusion trends, HR technologies, and best practices.

#### **Engagement and Culture**

- Support a comprehensive culture strategy that amplifies company goals, ensuring a high level of employee engagement and satisfaction.
- Lead the implementation of engagement surveys, analyze results, and deliver actionable insights to senior leadership on emerging trends and necessary actions.

## **QUALIFICATIONS**

- Bachelor's degree in human resources, business administration, or a related field (master's preferred).
- Twelve or more years of progressive HR leadership experience, with expertise in talent management, succession planning, Inclusion, talent acquisition, and HR business partnering.
- Demonstrated ability to balance strategy with execution; this is a hands-on role where rolling up your sleeves is a must.
- Proven experience developing diverse leadership pipelines and embedding DE&I into talent strategy.



- Strong expertise in organizational development, change management, and inclusive leadership development.
- Experience managing through organizational transformation and integration.
- Excellent stakeholder management skills with the ability to influence executive leaders while actively engaging at all levels of the organization.
- Strong business acumen and ability to link talent strategies to business outcomes.
- Experience leveraging HR technology, AI-driven talent acquisition, and analytics to track progress and optimize talent outcomes.
- Strong employee and team management skills. Proven ability to assemble a highly effective team.

## **KEY COMPETENCIES**

- Leadership and team management
- Relationship-building and influencing skills
- Execution-oriented mindset and willingness to work in a hands-on manner
- Data-driven decision-making
- Innovation and continuous improvement
- Strong communication, advocacy, and change management abilities

### **To learn more about this position, please contact:**

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