

POSITION PROFILE

**Vice President, Human Resources
Operations and Technology**



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.



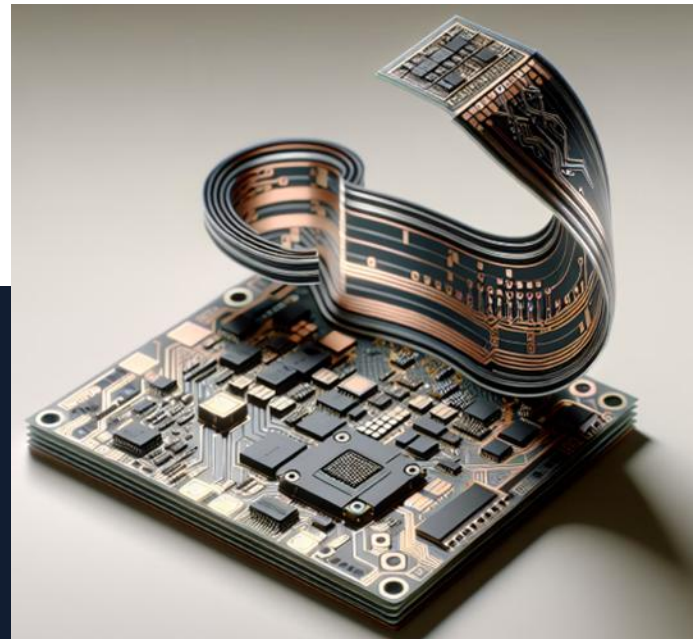
POSITION SUMMARY

Reporting to the CHRO, the Vice President of HR Operations and Technology is a dynamic leadership role responsible for shaping and executing the Electronics organization's HR Operations and Technology strategy. This role ensures that HR technology aligns with business goals, enhances productivity, and drives digital transformation in HR operations. The ideal candidate is a strategic thinker with deep expertise in HR systems, data analytics, automation, and process optimization. They will collaborate closely with the HR CoE leaders and Strategic HRBPs and other key business stakeholders to identify opportunities to promote functional efficiency and service excellence across both HR and Payroll to deliver a simple, consistent, and excellent employee experience globally. The successful candidate will have a proven track record of building and maintaining strong working relationships focused on business goals and outcomes.

REPORTING RELATIONSHIPS

The Vice President of HR Operations and Technology reports directly to the Chief Human Resources Officer (CHRO) and serves as a key member of the HR Leadership Team.

This position has four direct reports: Head of HR Technology, Head of Employee Lifecycle Operations, Head of Global Payroll, and HR Data Privacy Lead and leads a total global team of approximately 80 employees across multiple regions, with significant presence in Asia where nearly half of Electronics' 10,000 employees are based. The position requires strong leadership capabilities to manage diverse teams across different geographies while ensuring consistent HR service delivery, technology implementation, and operational excellence throughout the organization.



PRIMARY RESPONSIBILITIES

HR Technology Strategy & Implementation

- Oversee digital offerings, HR technology and support, master data management and governance, and business continuity.
- Develop a governance structure for utilization and optimization of all HR technology.
- Develop and/or optimize digital technology HR solutions e.g., ticketing system, knowledge management, AI, BOTS, etc.
- Lead the identification and assessment of current technology solutions in partnership with the HRLT and IT with a key focus on efficiency including employee and management self-service where possible.
- Lead the development of standardization, people data and dashboards to inform key people decisions.
- Partner with IT, finance, and external vendors to ensure HR technology solutions are secure, compliant, and scalable.
- Lead system integration efforts between HR platforms and other enterprise systems (ERP, CRM, etc.).

Payroll

- Develop global payroll and time & attendance strategy in partnership with key stakeholders ensuring that the model is agile and scalable.
- Oversee payroll operations globally to deliver an excellent employee experience on time and in full.
- Remain fluent in emerging payroll and time & attendance best practices and the evolving landscape of technology options required to achieve world-class results.
- Ensure all pay processes adhere to internal controls, governance and regulatory pay practices.
- Drive acceptable KPIs and vendor SLA performance and achieve data completeness and accuracy.
- Ensure appropriate metrics are in place to measure and manage service levels, business risks and improve decision making.
- Deliver cross functional collaboration between HR, payroll and external vendors to deliver strategic business needs in a fast-paced environment, through the prism of continuous improvement and efficiency.

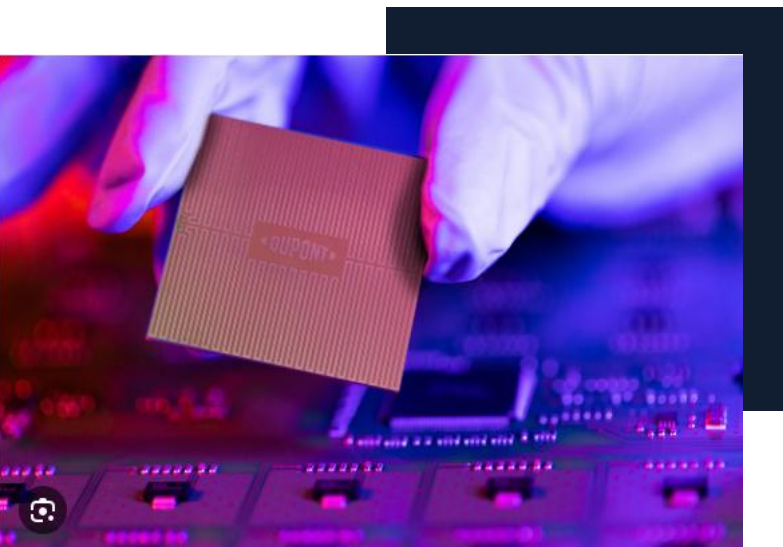
HR Operations & Process Optimization

- Design and streamline HR processes to enhance efficiency, compliance, and employee experience.
- Oversee benefits administration, compliance reporting, and HR service delivery models.

- Drive process automation and digital transformation in HR operations to reduce manual efforts.
- Establish and maintain HR shared services and service-level agreements (SLAs) to improve response times and HR effectiveness.
- Create and implement standardized best practice global HR processes.
- Understand the business goals of the HR COE's and anticipate their evolving needs.
- Remain fluent in emerging HR best practices and the evolving landscape of technology options required to achieve world-class results.
- Ensures policies and procedures are compliant internally and externally; work with legal to design and implement global HR policies; provide implementation, guidance and support to employees and management on company's policies, procedures, processes, and regulations.
- Understanding of local, state, federal & country employment laws, and compliance requirements.

Data, Analytics & Compliance

- Ensure data integrity and governance across all HR systems.
- Develop and oversee HR analytics and dashboards to provide insights into workforce trends, employee engagement, and talent management.
- Ensure HR systems and processes comply with local, national, and global labor laws (e.g., GDPR, CCPA, HIPAA).
- Partner with legal and compliance teams to ensure HR data security and privacy.



Leadership & Stakeholder Management

- Lead and mentor the HR technology and operations team.
- Collaborate with HR business partners, IT, finance, and executive leadership to align HR tech initiatives with business objectives.
- Serve as the primary liaison between HR, IT, and third-party vendors for system-related projects.
- Champion a culture of innovation, continuous improvement, and employee-centric HR solutions.

QUALIFICATIONS

- Bachelor's degree in HR, business, information systems, or a related field (master's degree preferred).
- Ten or more years of experience in HR technology, HR operations, or HR transformation roles.
- Proven expertise in HRIS (e.g., Workday, ADP, UKG, etc.) and HR digital solutions.
- Strong understanding of HR processes, payroll, compliance, benefits, and workforce management.
- Experience leading HR digital transformation projects, including AI, automation, and data analytics.
- Proficiency in HR data analytics, dashboarding tools (e.g., Power BI, Tableau), and reporting.
- Strong leadership, stakeholder management, and communication skills.



- Experience with HR shared services and global HR operations.
- Understands and has experience managing privacy, compliance, and security obligations.
- Responsible for proactive demand planning to ensure agile and responsive teams are in place globally to deliver business needs in a fast-paced environment.
- Highly developed change management leadership capabilities with the ability to develop and implement comprehensive change management practices and get buy-in from key stakeholders. Demonstrated ability to build highly collaborative cross-functional relationships with both internal and external partners.
- Experience in building and leading teams including attracting, hiring, and integrating talent, developing people, and managing performance.
- Strong business acumen with the ability to understand business strategy and partner with functional leaders.

To learn more about this position, please contact:

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