



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

METROWEST YMCA

September 15, 2025

Director of People and Culture, Ashland, Massachusetts

The MetroWest YMCA is seeking a strategic and mission-driven **Director of People and Culture** to join our senior leadership team. This is an exciting opportunity to help shape a culture of belonging, advance staff development, and position our YMCA as an **employer of choice** in the region. **Competitive salary and benefits! Salary range \$105,000 - \$125,000 depending upon experience and credentials! Equal Opportunity Employer. This is not a remote position.**

About the Role

The **Director of People and Culture** provides vision and leadership in all areas of human resources, including:

- Talent acquisition, onboarding, and career development
- Staff training and leadership growth
- Compensation, benefits, and HR compliance
- Culture, equity, and belonging initiatives
- Workforce planning
- HR systems, data tracking

The Director reports directly to the CEO and serves as a trusted advisor. The Director is a member of the Senior Leadership Team, leads the Board's Human Resources Committee, and is a champion for staff across the Association.

What We're Looking For

- Bachelor's degree in human resources, Business Administration, or related field (or equivalent professional experience)
- 7+ years of progressive HR leadership experience with increasing responsibility
- Demonstrated knowledge in employment law, compliance, compensation/benefits, employee relations, and talent management
- Strong communication, coaching, and conflict-resolution skills
- Ability to relate effectively to people from diverse backgrounds and build inclusive workplace culture

Salary and Benefits

- **Salary Range:** \$105,000 – \$125,000, commensurate with experience and credentials
- **Comprehensive Benefits Package**, including:
 - Health, dental, and vision insurance
 - Retirement plan with generous YMCA contribution
 - Paid time off (vacation, sick, and holidays)
 - YMCA family membership and program discounts
 - Professional development opportunities, including YMCA leadership certifications

Why Work for the Y?

At the MetroWest YMCA, you'll be part of a team dedicated to strengthening community and supporting staff so they can thrive. We invest in our people because they make our mission possible.

Interested? Please send a current resume to Debi Minori, Chief Human Resource Officer at dminor@metrowestymca.org