

## HR Director

### Letter from the Founders

Vista's continued growth has created the opportunity for an HR Director to join us in making Vista an even more remarkable place to work.

Over the years, we have built a team of smart, passionate people – and we've been recognized as one of the best companies to work for in our state. But we don't rest on these laurels. Our vision is to become the most admired company in Oregon, and the HR Director will play a key role in earning the admiration of our team and our community.

We are looking for a partner who strikes the right balance of best practices and bold innovation, ready to champion our unique company culture.

What does success look like for Vista's HR Director? We envision a diverse, growing team of A players, supported and inspired to deliver standard-setting work and build long-lasting client relationships.

If this sounds like the right challenge for you, we look forward to hearing from you!

*Doug Johanson & Michael O'Reilly, Co-Founders*

### Core Values

Our core values guide our decisions, including whom to hire. We look for people who already embody them:

- **Act with Integrity**  
Successful relationships are built on trust.
- **Strive for Simplicity**  
Keeping things simple allows us to focus on what truly matters.
- **Be Passionate**  
An unwavering belief in what we're doing brings out the best in us. Passion inspires and is contagious.
- **Demand Excellence**  
Our clients and colleagues deserve our best effort. Always.
- **Enjoy the Journey**  
A fun and flexible work environment allows our people to enjoy happy and fulfilling lives.

## Duties and Responsibilities

The HR Director will be responsible for all human resources related practices and policies required to build and maintain a talented and diverse work environment.

- Help create a remarkable work environment & culture to attract, motivate & retain great employees
- Create and implement practices to promote diversity, inclusion & equity
- Build a professional development & training program for all employees
- Assist senior leadership in the responsible growth of the firm
- Review and enhance our personnel-related practices and policies
- Maintain knowledge of industry trends and employment legislation and ensure Vista's compliance
- Work closely with our Chief Operating Officer

## Qualifications

We will hire the person with the best combination of the following skills and experience:

- Minimum 7 years HR experience, preferably with exposure to both large organizations and growing companies
- Bachelor's degree in Human Resources or related field required
- Strong communication and inter-personal skills
- Desire to work successfully in a small-medium sized company, entrepreneurial environment
- Excellent team player & collaborator

## Salary and Benefits

- Compensation: Competitive Salary + Bonus + Profit-Sharing Plan
- Benefits include health care, dental, 401(k) and flexible PTO (including sabbaticals)
- Challenging and rewarding career advancement opportunities

## About Vista Capital Partners

At Vista, we deliberately go against the grain of traditional investing. We value evidence over ego, and long-term happiness over short-term hype.

With this philosophy, we have grown to one of the leading financial advisors in the Pacific Northwest, managing more than \$1.4 billion in assets.

Along the way, we never lost sight of our core purpose: to build happier and more prosperous lives. Ready to join us on that mission?

### **How to Apply**

Send your resume and cover letter to: Laurie Westby, [laurie@vistacp.com](mailto:laurie@vistacp.com). We will contact you if we believe your qualifications and values align with Vista's vision for this role. Thank you!

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