



JOB DESCRIPTION

ESS Executive - CHRO Network

Engagement Model: Executive Compensation Based on Experience

Location: Global | USA | Vietnam | Regional & International Opportunities

About the Network

The ESS Executive - CHRO Network is an exclusive community of Chief Human Resources Officers, Human Capital Leaders, Talent Executives, and Organizational Development professionals dedicated to shaping the future of work and leadership.

Designed for senior HR executives, the network provides access to executive leadership opportunities, strategic advisory engagements, board-level discussions, talent transformation initiatives, and peer-to-peer collaboration across industries and markets.

Members gain access to a trusted ecosystem of leaders committed to building high-performing organizations, developing future leaders, and driving sustainable business growth through people.

Areas of Expertise

We welcome HR leaders with experience in one or more of the following areas:

Human Capital Strategy

- Human Capital Management
- Workforce Planning
- Talent Strategy
- Organizational Effectiveness
- Leadership Development
- Succession Planning

Talent & Organizational Development

- Executive Development
- Learning & Development



- Performance Management
- Employee Engagement
- Organizational Design
- Culture Transformation

HR Transformation

- HR Digital Transformation
- Future of Work
- HR Technology
- Workforce Analytics
- Change Management
- People Transformation

Governance & Leadership

- Executive Coaching
- Board Talent Advisory
- Executive Succession
- Leadership Assessment
- Corporate Governance
- Human Capital Risk Management

Ideal Candidate Profile

Executive Leadership Experience

- Current or former CHRO, Chief People Officer, VP Human Resources, HR Director, Talent Director, or equivalent senior HR leadership role.
- Proven experience leading talent, culture, leadership, and organizational transformation initiatives.
- Experience partnering with executive teams, boards, and business leaders.

Leadership Capabilities

- Strategic thinking and business acumen.
- Strong stakeholder management and executive influence.
- Ability to lead organizational change and workforce transformation.



- Experience building high-performing cultures and leadership pipelines.

Global Perspective

- Experience supporting regional or international organizations.
- Understanding of workforce trends, talent challenges, and leadership development in a global environment.

Educational Background

- Bachelor's degree or higher in Human Resources, Organizational Development, Psychology, Business Administration, or related disciplines.
- Advanced degrees and professional certifications are highly preferred.

Opportunities Available Through the Network

Executive HR Leadership

- Chief Human Resources Officer (CHRO)
- Chief People Officer (CPO)
- VP Human Resources
- HR Director
- Talent Director
- Organizational Development Leader

Advisory & Strategic Roles

- Human Capital Advisor
- Talent Strategy Advisor
- Executive Coach
- Leadership Development Advisor
- Organizational Transformation Advisor

Board & Governance Opportunities

- Board Talent Advisor
- Human Capital Committee Advisor
- Leadership Succession Advisor



- Independent Director

Transformation Initiatives

- Talent Transformation Programs
- Leadership Development Initiatives
- Organizational Change Projects
- Culture Transformation Programs

Join the Network

Become part of a distinguished community of HR and people leaders shaping the future of leadership, talent, and organizational success.

Submit your executive profile today to join the ESS Executive - CHRO Network.

The Right Leadership. The Right Talent. The Right Future.