



JOB DESCRIPTION

ESS Executive - Fractional HR Director Network

Engagement Model: Fractional HR Leadership | People Advisory Board Roles | Strategic Talent Consulting | Interim HR Management

Location: Global | USA | Vietnam | Hybrid & Remote Opportunities

About the Network

The ESS Executive Fractional HR Director Network is an exclusive community of HR executives, People & Culture leaders, talent strategists, and organizational development professionals dedicated to helping organizations build high-performing teams and sustainable organizational capabilities through flexible executive leadership.

Designed for experienced leaders who prefer advisory, interim, and fractional executive engagements, the network provides access to high-impact opportunities with startups, SMEs, family-owned businesses, private equity-backed companies, and growing enterprises seeking strategic HR expertise without the commitment of a full-time executive hire.

Members gain access to a trusted ecosystem of CEOs, founders, boards, and executive teams looking to strengthen leadership capability, organizational effectiveness, talent development, and workplace culture.

Areas of Expertise

People Strategy & Leadership

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

Talent Acquisition & Development

- Executive Recruitment
- Talent Acquisition
- Employer Branding
- Learning & Development
- Competency Frameworks



- Career Development

Organization & Culture

- Organizational Design
- Culture Transformation
- Employee Engagement
- Change Management
- Performance Management
- Leadership Alignment

HR Transformation

- HR Operating Models
- HR Digital Transformation
- HR Analytics
- HR Policies & Governance
- Capability Building
- People Process Improvement

Ideal Candidate Profile

Executive Leadership Experience

- Current or former HR Director, CHRO, Chief People Officer, VP Human Resources, Talent Director, or equivalent leadership role.
- Proven experience leading HR transformation, organizational development, and people strategy initiatives.
- Experience working directly with CEOs, founders, boards, and executive leadership teams.

Human Capital Expertise

- Deep understanding of talent management, organizational design, leadership development, and culture building.
- Experience supporting organizational growth and business transformation.
- Strong capability in aligning people strategies with business objectives.

Advisory Capabilities

- Executive presence and stakeholder influence.
- Strong coaching, facilitation, and communication skills.
- Ability to develop practical and scalable people solutions.

Educational Background



- Bachelor's degree or higher in Human Resources, Business Administration, Psychology, Organizational Development, or related disciplines.
- SHRM, HRCI, CIPD, coaching certifications, or equivalent qualifications are highly preferred.

Opportunities Available Through the Network

Fractional Executive Roles

- Fractional HR Director
- Fractional CHRO
- Fractional Chief People Officer
- Fractional Talent Leader
- Fractional Organizational Development Leader

Advisory & Board Opportunities

- People Advisor
- HR Strategy Advisor
- Leadership Development Advisor
- Organizational Design Advisor
- Executive Coach

Interim Leadership Assignments

- Interim HR Director
- Interim CHRO
- Interim Talent Director
- Interim People Leader
- Interim Transformation Leader

HR Transformation Programs

- Organizational Design
- Leadership Development
- Talent Strategy
- Culture Transformation
- HR Operating Model Development

Join the Network

Become part of a distinguished community of HR and People leaders helping organizations build stronger teams, stronger cultures, and sustainable growth through flexible executive leadership.



Submit your executive profile today to join the ESS Executive Fractional HR Director Network.
The Right Leadership. The Right Execution. The Right Results.