



VP, Human Resources – Distribution Centers

At Sephora we inspire our customers, empower people, and help them become the best versions of themselves. As our Vice President of Human Resources for our Distribution Center Network, you play a key role in that. You'll work with our leaders across our five distribution centers and comprised of 1,500 employees and associates to ensure we have the right teams and people practices in place to deliver on our business strategy. Reporting directly to our Chief People Officer and with a dotted line to our SVP of Supply Chain, you'll have a leadership role on both the HR and Supply Chain teams. You'll help foster and nurture a workplace where our people are valued, differences are celebrated, and learning is accelerated. Get ready to think creatively, work strategically, and make your mark at a leading global retailer and top employer.

You will shine here if you enjoy...

- **Providing Strategic Support and Guidance.** Build strong relationships and provide guidance to our leaders on policies, procedures, and people practices. With their partnership, implement initiatives to enhance our culture and support the business.
- **Providing Data-Driven Recommendations.** Actively monitor people metrics and KPIs, such as turnover, absenteeism, headcount, compensation, and more. Based on analysis of this data, share insights and recommend programs, initiatives, and action plans.
- **Recruiting Top Talent.** Support recruitment activities, hiring plans, and employer branding initiatives, partnering with store leadership and internal stakeholders.
- **Supporting Career Development.** Collaborate with leaders to identify and develop top talent. Manage and provide guidance on annual performance and salary reviews, following up on action plans, as needed. Support the movement of talent across the business.

We would love to hear from you if...

- You have previous HR leadership experience in a DC or warehouse environment.
- You have several years of work experience in an HR leadership role, ideally leading remote teams
- You have experience in overseeing recruitment, compensation & benefits, and performance management
- You're a people person who can build relationships across the business, at all levels
- You're analytical, organized, and thrive working in a fast-paced environment with multiple stakeholders.
- You're excited about driving operational change by sharing insights and influencing others
- You want to help cultivate an amazing work culture at a top global employer that is committed to fostering an inclusive work place.

While at Sephora, you'll enjoy...

- **The people.** You will be surrounded by some of the most talented, supportive, and kind leaders and teams – people you can be proud to work with.

- **The learning.** We invest heavily in training for our leaders and store associates. Not just product knowledge, but building a personalized career plan with you so you continue to evolve and build your skills.
- **The culture.** As a leading beauty retailer, backed by the LVMH luxury brand, our reach is broad and our impact is global. Yet there's always room to explore. It's in our DNA to innovate and, at Sephora, all 40,000 passionate team members are united by a common goal - to reimagine the future of beauty. You can unleash your creativity, because we've got disruptive spirit. You can learn and evolve, because we empower you to be your best. You can be yourself, because you are what sets us apart. *This*, is the future of beauty. Reimagine your future, at Sephora.

Videos

Sephora's People With Disabilities Program: https://www.youtube.com/watch?v=cM93tH-E_BY&t=13s

Jessica Jolly, Accessibility Program Supervisor for our Distribution Centers

Creating an Inclusive Workplace: https://www.youtube.com/watch?v=jXlIGbY_wY4

Working at a Sephora DC: <https://www.youtube.com/watch?v=sD8lh7q3KdM>

Articles

<https://www.supplychaindive.com/news/sephora-flex-warehouse-throughput-capacity-fulfillment/583897/>

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