

TITLE

Vice President of AI Workforce Transformation

The Opportunity

The VP of AI Workforce Transformation is the enterprise leader for how AI reshapes work, workforce, and workplace practices. Sitting in HR and partnering with business and technology leaders, this role ensures AI augments people, elevates employee experience, and drives productivity while maintaining trust, fairness, and compliance.

You will define and execute a strategy for using AI to redesign jobs, skills, processes, and employee experiences, with a focus on responsible adoption and change management. Success is measured by workforce adoption, improvements in ways of working and productivity, and strong alignment with people strategy and culture.

Key Responsibilities

Workforce Strategy and AI Transformation

- Define and lead enterprise workforce strategy aligned to growth, priorities, and tech investments
- Drive strategic workforce planning, scenario modeling, and capability forecasting
- Align labor models, workforce mix, and talent investments with long-term objectives
- Embed workforce insights into enterprise planning and capital allocation

AI, Automation, and Future of Work

- Define how AI and automation reshape roles, workflows, and capacity
- Identify and scale opportunities to automate, augment, and redesign work
- Forecast workforce implications of AI (skills, capacity, deployment)
- Partner with Talent, Learning, and Technology on reskilling, upskilling, and internal mobility

Organizational Effectiveness and Operating Model Design

- Lead organizational design and operating model transformation
- Ensure structures support agility, scalability, and performance
- Oversee large-scale transformation and change initiatives
- Develop and execute change strategies that drive adoption and minimize disruption
- Coach senior leaders on leading through transformation

People Analytics and Insights

- Integrate AI into HR platforms and employee tools in a usable, safe, and compliant way
- Use analytics to measure AI impact on productivity, engagement, retention, hiring, and learning
- Provide HR and people leaders with insights and dashboards on AI-driven shifts in work and skills

Leadership and Team Development

- Build and lead a high-performing, multidisciplinary team
- Foster a culture of data-driven decision-making, innovation, and collaboration
- Partner across HR and business leadership for alignment and shared accountability
- Develop next-generation HR and transformation leaders

Position Summary

- Lead the enterprise agenda for AI-enabled workforce transformation
- Integrate strategic workforce planning, org design, people analytics, and future-of-work strategy
- Translate business strategy into workforce models, talent systems, and capability plans
- Reimagine work by automating, augmenting, and redesigning company-wide roles
- Ensure organizational agility, resilience, and performance
- Partner with CHRO, CAIO/CTO, and business leaders on high-impact AI use cases in HR and across the business

The Person

Core Leadership Capabilities

- **Strategic leadership:** connects business strategy, workforce trends, and organizational priorities
- **Executive influence:** aligns C-suite stakeholders and simplifies complex topics
- **Analytical rigor:** uses data, analytics, and predictive insights for decisions
- **Change leadership:** drives adoption of new ways of working with clarity and empathy
- **Operational excellence:** builds scalable processes and governance
- **People leadership:** develops high-performing, inclusive teams

Pivotal Experience and Expertise

- 15+ years in strategic workforce planning, org effectiveness, HR strategy, or enterprise transformation
- Proven ability to translate business strategy into workforce plans (talent, skills, operating models)
- Experience leading AI, automation, or future-of-work initiatives and assessing impact on roles
- Strong background in workforce analytics, predictive modeling, and data-driven decisions
- Expertise in org design and operating model transformation in complex environments
- Track record leading large-scale change and transformation
- Strong stakeholder management with C-suite, board, and cross-functional leaders

Success Profile

- Translates AI and business strategy into measurable workforce and business outcomes
- Delivers productivity gains through work redesign and workforce optimization
- Accelerates capability development and skill transformation
- Improves organizational agility and speed of execution
- Builds trust and adoption of AI-enabled ways of working
- Positions the organization for sustained competitive advantage