



Nestucca Ridge Family of Companies

Dynamic, top-level leader for executive team.

Head of Human Resources

Our family of companies needs a high-energy, strategic thinker with a comprehensive Human Resources background and strong people skills to join our team on the Oregon Coast.

We are a high-growth company with 400+ employees and 30 years of history in development and operation of a unique and synergistic group of properties, including brewpubs and production brewery, hotels, coffee + bakery facility, and vacation home subdivisions. Within our ever-expanding family of companies, you will develop and execute human resources strategy in support of the vision, core values, and overall business plan and strategic direction of Kiwanda Hospitality Group.

You will serve as a trusted partner, advisor and coach to the senior leadership team and participate in all aspects of our group of companies. You will bring expertise in the areas of Talent Acquisition, Employee Development, Training, and Succession Planning, Compensation and Benefits, Culture and Communications, Organization Design and Accelerating Change, and Employee Relations.

About Us

We are a creative and high-energy group, focused on taking advantage of opportunities that present themselves as a result of the many years spent building an impeccable reputation for high quality of products, facilities, and business ethics. We tend to lean toward taking risk rather than being conservative; however, we believe in expanding our group of businesses only if we are passionate about it, have the knowledge and skills necessary to make it successful, and it serves a purpose or niche within our existing group of companies.

Our team members exemplify the following Core Values:

- Agility
- Empathy
- Generosity
- Humility
- Optimism
- Tenacity
- Entrepreneurial thinking

Our ideal candidate would live near or on the Oregon Coast within easy commute to Pacific City, Lincoln City, or Tillamook and enjoys the activities related to the ocean, local rivers, and beachfront including surfing, kayaking, hiking, photography, beach-combing, and fishing (just a few of the numerous activities enjoyed in our beautiful beach towns).

Salary & Benefits

Salary Range: Depending on experience & skill level.

Benefits: Robust benefits package including medical, dental, 401(k) with employer match, paid time off, and employee discounts at FOC facilities.

Nestucca Ridge Family of Companies

Vision - Purpose - Niche - Core Values

Vision

At the Nestucca Ridge Family of Companies, our vision is to build an incredible group of companies that are Built to Last, Sustainably Profitable, and Fun for Everyone involved. We believe in making decisions and choices that create long term growth; opportunities for our team members; and doing a great job for our guests, customers, employees, shareholders and communities. Our values are put into practice every day by our leaders and team members.

Purpose/ Why - What gets us up in the morning?

Adventure Awaits

Every day is an adventure just waiting to be discovered and explored. We are inspired by the amazing opportunities on the Oregon Coast and we eagerly tackle new challenges each day. No reward comes without risk. We relish the vibrant and ever-changing nature of our businesses.

Niche - What is our unique position in the world?

Extraordinary Coastal Experiences

We get to live and work on the amazing Oregon Coast. We love helping others experience it by doing everything with excellence to create experiences worthy of this place. We want our guests and team members to constantly be “wowed” by their experience here-- to us “fine” is a bad word. Looking at everything we do from the guest’s perspective ensures we meet this challenge.

Core Values

Entrepreneurial Spirit. Is a mindset. It’s an attitude and approach to thinking that actively seeks out opportunity rather than waiting to adapt to change. We are passionate about making things better today than they were yesterday.

Generosity. Be a giver not a taker. It is a readiness to give more of ourselves than is expected. Be generous of spirit—assume good intent in all interactions.

Humility. It’s about all of us--guests, customers, employees, shareholders and communities. Our motivation is creating the best outcome and not letting our individual egos get in the way. We do what is required on any given day and no job is beneath us.

Agility. Able to quickly analyze and take action. Nimble and able to continuously adapt to changing circumstances while always keeping the end goal in mind.

Empathy. Understand the feelings and experiences of others so that you can share their point of view. Look at situations through the eyes of others to understand their challenges and roadblocks. This creates win-win opportunities for our guests, teams, and communities.

Optimism. You can if you think you can. Hopefulness and confidence about the future especially when faced with challenges. It is a way of life and thinking that accentuates the positives. Finding the magic and believing that amazing is possible.

Tenacity. Persistence and determination. Always finding a way to do what you said you were going to do. Blowing through the roadblocks and never giving up. Total success through uncompromising excellence-no excuses.