



Chief Human Resources Officer

**Constitutional Tax Collector,
Serving Palm Beach County
West Palm Beach, Florida**

A senior leadership opportunity to shape people strategy and strengthen public service. Lead human resources, develop the team and partner directly with the Constitutional Tax Collector and Senior Leadership Team.

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CHIEF HUMAN RESOURCES OFFICER

The opportunity

Lead people. Shape public service.

An opportunity to combine strategic influence with hands-on HR leadership in an organization focused on public service.

Reporting directly to the Constitutional Tax Collector and serving on the Senior Leadership Team, this leader will guide human resources strategy, develop the HR team and translate agency priorities into practical people programs.

The mandate brings together talent acquisition, succession planning, compensation, benefits, employee development, performance and organizational change. There is a clear emphasis on accountability, discretion, accessible employee support and well-organized HR operations.

The HR organization

The CHRO oversees the Benefits Coordinator, Training Manager and administrative assistants. Trainers report through the Training Manager. The structure brings benefits administration, employee support and training together under one senior HR leader.

The opportunity calls for close coordination between day-to-day HR operations and learning and development, with clear accountability and practical support for the team.

The agency and its leadership

The Constitutional Tax Collector serves Palm Beach County through tax collection and public-facing services that include driver licenses, vehicle and vessel transactions, and business and tourist development taxes.



Anne M. Gannon **Constitutional Tax Collector**

Anne Gannon has a rich and distinguished record of public service in Florida. She is currently serving her sixth term as the Constitutional Tax Collector in Palm Beach County. Elected in 2006, she saw an opportunity to revamp an antiquated bureaucracy into a top-notch client-driven service organization. Anne is the first woman to hold this office.

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Anne served as President of the Florida Tax Collectors' Association for the 2019-20. Anne continues to receive the annual Florida Tax Collectors Association's "Excellence and Innovation in Financial Operations" award. She also received the "Excellence in Government Leadership" award from the National Association of Government Accountants and was invited to address the International Deming Research Center at Fordham University about her innovations and quality management. In 2023, Anne was honored to receive the national "Outstanding County Collector Award" from the National Association of County Collectors, Treasurers and Financial Officers. In addition, and under Anne's leadership, the Palm Beach County Tax Collector's Office was honored to receive the Jurisdiction of the Year Award at the 2023 Aumentum Customer Excellence Awards ceremony held in Nashville, Tennessee. Anne has also received numerous state and local awards for the office's public awareness campaigns and educational publications.

Employee health and wellness are important to Anne. Her wellness initiative at the Tax Collector's Office is designed to reduce the incidence of chronic disease and hold the line on escalating health insurance costs. As a result of these efforts, the organization was awarded the "Fit Friendly Workplace" designation by the American Heart Association in 2015.

Leadership partnership

The incoming HR leader will be a trusted adviser to Anne and her senior colleagues, bringing clear communication and practical solutions. Employees should feel comfortable raising concerns with an approachable HR function that maintains high standards of ethics and confidentiality.

[Learn more about the agency](#)



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What success looks like

Listen, assess and build trust

Meet the benefits, training and administrative team and senior stakeholders. Understand responsibilities, workload and processes; establish accessible employee support.

Strengthen daily HR delivery

Clarify ownership of core HR work. Improve recruitment and interviewing, document practical workflows, and handle employee matters consistently and discreetly.

Connect people programs to performance

Support performance management, development and compensation priorities, including pay-for-performance options and a future salary study.

Sustain a credible HR function

Use HR measures and feedback to track progress, build team capability and strengthen the agency's reputation as an employer.

Leadership mandate

- Align HR strategy with agency mission, values and goals.
- Lead recruitment, training, compensation, benefits, development and succession planning.
- Advise the Tax Collector and Senior Leadership Team on workforce planning and change.
- Lead HR professionals with clear goals and expectations.
- Manage the HR budget and use data and benchmarks to support decisions.
- Partner with training leadership to assess development effectiveness.
- Maintain sound policies and build employee trust.

Operational ownership
Stay personally involved in recruiting, benefits and leave administration, while building reliable workflows and safeguards.



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The ideal candidate

Qualifications

- Master's degree in Human Resource Management, Organizational Development or a closely related field from an accredited college or university.
- At least 15 years of progressively responsible HR experience, including at least five years in HR leadership.
- Government knowledge and experience, including experience at the upper management level.
- SPHR certification preferred.

Leadership and operational strengths

- Sound judgment and the ability to connect HR strategy to agency outcomes.
- Ethical practice, discretion and credibility with employees and leaders.
- An approachable, collaborative style; clear communication and strong follow-through.
- Broad expertise in recruiting, benefits, employee relations, performance, compensation and organizational development.
- Hands-on problem-solving, process improvement and team development.

Compensation and the Palm Beaches

Salary range: \$128,000–\$192,000.

Administrative office: 301 North Olive Avenue, 3rd Floor, West Palm Beach, FL 33401.

In-person attendance is required. Agency employees are essential workers and may need to report during specified emergency circumstances.

Qualified Florida leaders and candidates interested in relocating are welcome.

[View the 2026 Benefits Guide](#)



ANNE M. GANNON
CONSTITUTIONAL TAX COLLECTOR
Serving Palm Beach County

Expressions of interest and referrals
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