

HR Management: Sr. Manager, Human Resources

Uses strategic HR expertise to partner with managers and employees within the company to resolve complex problems and advance short and long-term goals across a broad range of HR areas including employee relations, performance management, compensation, management development, retention strategies and staffing. Coordinates recruitment activities, compensation programs, on-boarding, employee benefits, and HRIS. Ensured positive employee relations in keeping with company objectives.

Management Role

Generally accomplishes results through lower management levels.

Policy and Strategy

Establishes operating policies and procedures that affect departments and subordinate sections and work area. Interprets company-wide policies and procedures. Develops budgets, schedules and performance standards.

Freedom to Act

Assignments are objective oriented. Work is reviewed in terms of meeting the organization's objectives and timelines.

Impact

Decisions have an extended impact on work processes and outcomes. Erroneous decisions result in critical delays and modifications to projects or operations; cause substantial expenditure of additional time, human resources and funds; and jeopardize future business activity.

Liaison

Interacts frequently with internal and external management and senior-level customer representatives concerning projects, operational decisions, scheduling requirements, and/or contractual clarifications. Leads briefings and technical meetings for internal and external representatives.

Operations Involvement/ Direct Work Involvement

Represent Business Area as prime internal and external contact. Recommend and establish organizational policies, internal practices and procedures to execute HR services that support internal and external customers. Conduct briefings for top management and customers. Interact with equivalent level managers concerning matters of significance to the company. Establish organizational structures and supervisory relationships subject to top management approval. Foster a positive work environment to drive retention, identify key employee issues, provide guidance to leadership on employee engagement, proactively minimize employee relations issues and deliver targeted employee relations solutions and communications. Responsible for overall employee training and development to include leadership development, long range planning, overall budgets, setting metrics and performance levels. Represent Business Area needs and interests in Value Center initiatives and committees. Research and analyze trends and best practices in the field of human resources and implement them as needed. Execute tasks related to mergers and acquisitions: due diligence, employee communications and integration.

Minimum Education and Experience

Bachelor's Degree in Human Resources, Business or related field and 12+ years of diverse professional experience in all areas of HR to include 5-7+ years managing respective areas.