



HR BUSINESS PARTNER (HRBP) NEWBURGH, NY AREA

Our client, a global firm and industry leader is hiring their business unit HR lead to start work early in 2019!

As the HRBP, you will independently manage the HR generalist functions that support the US region. This position reports directly to the Vice President for the Americas and functionally to the Regional HR Director. Whether supporting managers, getting underneath employee engagement or managing HRIS-related systems and processes, you are exceptionally focused on supporting our employees to deliver on our commitments to our customers.

The ideal candidate takes initiative, fosters innovation and collaboration, communicates effectively, and builds relationships at all levels.

KEY DUTIES:

- Partners with all levels of management to support business objectives. Consults on organizational and role design. Analyzes and provides recommendations based on best practices, innovation and/or established protocols.
- Collaborate with HR Shared Services, Payroll, Compensation & Benefits team to align programs ensuring they support a pay-for-performance culture, effective business growth and are competitive in the market/industry.
- Participates in change management projects as part of organizational restructuring and optimization initiatives.
- Advises business leaders in appropriate resolution of employee relations issues. Experience in handling complex employee relations investigations and provides conflict resolution guidance. Effectively handles and resolve escalated employee relation matters, and provide leadership support in key employee incidents.
- Partners with Regional and Global HR Team on strategic initiatives and employee campaigns.

CRITICAL ATTRIBUTES:

- Demonstrate strong leadership, mentoring and coaching skills.
- Ability to build consensus across cross-functional, cross-divisional and Global Teams
- Exposure to federal, state and/or local employment related laws.
- Experience and adaptability with variety of systems and platforms Knowledge of Ultipro, Kronos, Hire Right.
- Experience with compensation platforms and benchmark planning. Mercer WINS experience a plus.
- Experience working within a global organization and with Shared Service Center, include strong influential and consensus-building with HR
- Ability to self-motivate, set goals and meet deadlines.
- Demonstrate strong organizational and communication skills, critical thinking and problem-solving.

EDUCATION AND/OR EXPERIENCE:

- Bachelor's degree
- 3+ years of generalist HR experience
- Experience in a global organization strongly preferred

CERTIFICATIONS:

- PHR or SHRM-CP Certifications preferred.

TRAVEL REQUIREMENTS:

15% - 20% travel. Must have a current US passport.

WORK ENVIRONMENTS:

- Corporate Office
- Warehouse Facility
- Manufacturing Plant