

"You work for NJM? That's a great company!"

If you're hired, you'll hear it over and over again from friends, family and neighbors. Why? Because NJM Insurance Group strives consistently to meet the service expectations of its customers. These efforts do not go unnoticed — many policyholders have trusted NJM for decades, and it's commonplace for NJM to insure multiple generations of the same family.

NJM is a great company for policyholders and for employees. With competitive salaries, attractive benefits and opportunities for advancement, many employees choose to build their careers at NJM. Benefits include medical, dental, a superior company-matched savings plan, life and disability insurance, flexible spending accounts, educational opportunities, employee programs and more.

New Jersey's premier property/casualty insurer and a leading provider of personal auto, homeowners and commercial auto insurance, NJM is also the state's largest writer of workers' compensation insurance, a designation it has held since the 1940s. The Company is consistently recognized for outstanding customer satisfaction by independent consumer agencies such as J.D. Power, which named NJM as a 2014 Customer Champion, one of only 50 companies nationwide to achieve this distinction.

NJM has also repeatedly earned top scores by a prominent national consumer magazine. In the most recent Auto Insurance Consumer Information Report published by the New Jersey Department of Banking and Insurance the Company received zero valid complaints, the largest company by far to achieve this record. NJM has ranked consistently among the Department's best performers since reports first began being published in 1987.

Our Human Resources Department is seeking a strategic Human Resources Business Partner (HRBP) to join our Hammonton, NJ office.

### **Job Responsibilities**

- Coaching and support to business leaders in the full range of workforce planning activities including the development of the strategic business plan and goals, talent management, succession planning, staffing plans, recruiting, performance management, retention strategies, career development and employee relations
- Work closely with the management team and the HRBPs on HR initiatives. This role engages with Business Leaders within the assigned business unit and site location to understand the business initiatives and execute the business unit's HR strategies

### **Job Requirements**

- BS/BA Degree in Human Resource Management or related degree
- PHR or SPHR certification preferred
- Demonstrated strategic, critical, and analytical thinking skills
- Talent management experience
- Working knowledge of succession management methodologies and processes
- Demonstrated history of change management successes related to HR operations

- Experience collaborating with all members of an HR team to ensure that the department's overall goals are met
- Understanding of local, state and federal labor laws and regulations
- Ability to build and leverage effective relationships and influence decisions and behaviors through partnering with mid-level to senior members of the organization
- Proficiency in MS Office products and HR systems (PeopleSoft)
- 7+ years exempt level Human Resources experience, with at least 5 years as an HR Business Partner, HR Director, or HR Manager
- Ability to travel 1 to 2 times per week to West Trenton; occasional travel to Parsippany or other locations may be needed

NJM is proud to be an equal opportunity employer. We are committed to attracting and retaining a diverse and inclusive workforce.

Interested candidates should submit information to [www.njm.com/careers](http://www.njm.com/careers).