

Senior HR Business Partner

NJM Insurance Group Hammonton, NJ 3/3/2015

JOB DESCRIPTION

New Jersey Manufacturers Insurance Company is an industry leader among its peers and the largest provider of Personal Auto and Workers' Compensation coverage in the state. The Company's reputation of offering excellent service is directly attributed to the performance of our employees, who we believe are our strongest asset and the key to our continued success.

NJM is rated A++ (Superior) by A.M. Best Company. NJM is also one of the top ten privately held companies in the state based on its size, according to a 2010 NJBIZ report.

NJM seeks career-minded, self-motivated individuals. Selected candidates are rewarded with competitive salaries, career advancement opportunities, educational and employee programs.

Our mission is to operate for the exclusive benefit of policyholders and serve the member companies of the New Jersey Business & Industry Association and their employees, consistent with strong underwriting standards for P&C lines and banking products. Our highly valued employees receive an excellent benefits package, including Medical, Dental, pension plan, a superior company-matched savings plan, life and disability insurance and more. NJM is an equal opportunity employer.

Our Human Resources Department is seeking a strategic Senior Human Resources Business Partner (Sr. HRBP) join our team. The Sr. HRBP is an integral role in the Hammonton, NJ office and will partner with the Leadership Team to effectively align HR programs and initiatives with business goals.

Job Responsibilities

- Provide coaching and support to business leaders on the full range of workforce planning activities including the development of the strategic business plan and goals, talent management, succession planning, staffing plans, recruitment strategies, performance management, and career development.
- 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 create and execute HR strategies in support of those initiatives.
- Gathers and analyzes data (turnover, retention, exit interviews) tracks and monitors trends to determine actions required to optimize results.
- Identifies, escalates and resolves employee relations issues of varying complexity. Assesses the root cause of the issues, provides guidance and recommends appropriate corrective action to resolve employee relations matters. Implements approved actions as required.
- Works collaboratively with HR Specialty areas such as Compensation, Talent Acquisition, Talent Development, etc.
- May take the lead role on special projects or assignments on behalf of the HR Business Partner team

JOB REQUIREMENTS

- BS/BA Degree in Human Resource Management or related degree
- PHR or SPHR certification preferred

- 7+ years exempt level Human Resources experience, with at least 5 years as an HR Business Partner, or HR Manager
- Demonstrated strategic thinking and capabilities
- Analytical skills to assess and interpret data for decision-making
- Solid experience with Talent Management components such as workforce planning, talent assessments, skill-gap analysis, succession planning, organizational design, talent development, etc.
- Demonstrated history of implementing successful change management outcomes
- Demonstrated ability to implement effective HR strategies and initiatives
- 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 establish credibility and trust with employees at all levels of the organization through effective relationship building
- Ability to build and leverage effective relationships and influence decisions and behaviors through partnering with mid-level to senior members of the organization
- Clear, concise communicator with various level audiences, effective presentation skills
- Ability to appropriately prioritize work to achieve established timeframes for projects or initiatives
- Action-oriented, executes with discipline and sense of urgency
- Experience with effectively resolving conflict and solid problem-solving capabilities
- Proficiency in MS Office products and HR systems (PeopleSoft experience a plus)
- Ability to travel 1 to 2 times per week to the West Trenton office; occasional travel to the Parsippany office or other locations may be needed

- **Contact Information**

- 840 12Th Street
Hammonton, NJNJM Insurance Group

Posted on CareerBuilders at:

http://www.careerbuilder.com/jobseeker/applyonline/aoreviewreq.aspx?Job_DID=JHT38P61QFKVPMH0FBG&sc_cmp1=JS_JDP_ApplyNowBottom&next=%2fJobSeeker%2fApplyOnline%2fApplyBegin.aspx&IPath=JEHRAXAJ7