

Senior HR Business Partner/HR Business Partner

PSEG Hancocks Bridge, NJ 5/29/2015

JOB DESCRIPTION

Senior HR Business Partner/HR Business Partner

Job Description

This is a multi-level position, with level placement dependent upon the skills and experience of the candidate. The Senior HR Business Partner is a Grade Level 7; the HR Business Partner is a Grade Level 6.

Responsibilities:

- Work independently and in accordance with all applicable federal, state and local laws / regulations and corporate procedures and guidelines.
- Maintain the integrity of PSEG employment policies by providing managers and supervisors with guidance and interpretation of corporate policies, practices, and procedures.
- Drive the implementation of the HR strategy in support of short and long-term business goals by building partnerships and alliances throughout the organization.
- Represent HR at the business table while becoming a strategic partner and trusted advisor to senior officers, officers, leadership teams, and management teams.
- Provide advice and expertise to resolve HR issues and/or complex nuclear related issues that arise.
- Partner with HR Centers of Excellence in initiating and improving the effective delivery of HR products, services and processes for the client organization while integrating and sharing best practices.
- Support the implementation of cultures that drive innovation and employee engagement and inclusion in order to improve individual and organizational performance.
- Act as a change agent by promoting and providing advice and support for organizational change.
- Guide and influences line, staff, key managers and officers on HR matters to ensure effective and compliant solutions.
- Enhance the skills of leaders and managers through facilitated coaching sessions in order to improve their overall leadership effectiveness.
- Provide a full range of HR consulting services and problem solving including employee relations; compensation and rewards; organizational design and development, EEO/AA, talent acquisition, and performance management, (Craft as well as non-union).

JOB REQUIREMENTS

Senior HR Business Partner/HR Business Partner

Required Skills, Competencies, Education or Experience:

- Bachelor's degree or 8-10 years relevant HR experience for the GL 7; 5 years for the GL 6.

- Minimum 5 years' experience as an HR Generalist/Employee Relations/Labor Relations Specialist.
- Broad knowledge of all HR disciplines with a demonstrated in-depth knowledge in at least one of the following areas: Labor Relations, Compensation, or Employee Relations.
- Familiarity with SAP or another related business management software.
- Demonstrated knowledge of Microsoft Windows applications, especially Excel.
- Excellent oral and written communication skills.
- Listening and presentation skills.
- Must be able to meet and maintain all required yearly Nuclear testing to maintain site access.
- Candidate must foster an inclusive work environment and respect all aspects of diversity. Successful candidate must demonstrate and value differences in others' strengths, perspectives, approaches, and personal choices.

Desired Skills, Competencies, Education or Experience:

- Advanced degree in Labor Relations/Human Resources and/or S/PHR Certification.
- Knowledge and/or experience working in a Nuclear environment.

Additional job responsibilities include: All site personnel with 70 miles should be prepared to be assigned an "outage" job and ERO assignment. All are included in FFD, Random Sampling, Nuclear access background checks, and the proper reporting of all personal issues according to rules and regulations for plant access.

Position will support Nuclear at Hancocks Bridge, NJ.

Posted on PSEG website and CareerBuilder

http://www.careerbuilder.com/jobseeker/jobs/jobdetails.aspx?utm_source=job-recommendation&utm_campaign=regular-rec-email&HostID=US&SiteID=cb_emailrec_US&Job_DID=J8S17D67245SWYX2J9M&utm_term=2015-06-04&je=myrec&showNewJDP=yes&utm_medium=email&IPATH=JEHRAXP&sc_cmp2=10_JobMat_JobDet