

Corporate HR Business Partner (Camden County) Direct Hire Opportunity

Job # 21-00140

Emerson HR is in search of a direct hire candidate for their Camden County Client. Our client's business continues a strong growth trajectory and needs a strong HR talent who wants to grow their career. Are you a forward looking, results oriented Corporate Function HR Business Partner with a demonstrated track record of working with senior level leaders and executives across multiple disciplines including: Sales & Marketing, Finance, Operations, Engineering & Product Development?

You will report to the head of HR, the EVP, who reports to the CEO. The person in this critical business position will operate as a trusted consultant and functional expert to senior executives who are direct reports to the CEO. This role will collaborate with business and HR/COE leaders across the organization to ensure the business is prepared to support the talent needs as it evolves into a fast growth culture.

This role requires a high level of business and financial acumen to effectively partner with C-level business leaders and build/execute an HR strategy in support of the growth culture. During the first 6 months, this individual will work closely with the EVP-HR and Head of Talent Management to build the Corporate HR infrastructure with an immediate focus on continuous improvement and standardization of HR programs and policies across 10 US locations. There will be an immediate focus on building and implementing the compensation management program by July 2021.

Initiatives include:

Talent Acquisition – Cultivates Talent Pipeline

- Deploy and improve the company's talent acquisition process to source, select, and hire a competent, diverse, and a talented workforce that fits the culture.
- Conduct workforce planning process to identify anticipated openings to support growth.

Talent & Leadership Development

- Deploy and regularly improve the implementation of processes, programs and tools for talent assessment, training, and development. Including: Performance Management, Training and Development planning, and Career Progression.
- Engage in active succession planning and leadership development for key management positions.

COMPENSATION MANAGEMENT

- Support the modeling of financial and organizational impacts of the company's compensation programs, assisting in the translation of business strategies into effective programs.
- Driving varied projects such as survey participation, evaluating external market competitiveness, internal equity analyses, incentive program evaluation and annual performance review.

Employee Engagement & Culture Development

- Collaborate and coach leaders to develop an inclusive workplace culture that enable employees to do their best work and consistently delight customers.
- Deploy engagement survey, identify gaps, and facilitate employee engagement to successfully implement action plans.
- Equip managers to understand and use tools and programs available to drive employee engagement.

COMPLIANCE

- Provide team clarification and guidance on company policies and local, state, and federal regulations governing employment.
- Retain appropriate HR files including applications, resumes, job bids, requisitions, I-9s, and other employee records.

DO YOU HAVE...?

- Bachelor's degree in Human Resources or Business
- Experience working in a Manufacturing and/or FDA Regulated industry.
- Proven track record in the areas of Organizational Development, Talent Acquisition, Culture & Employee Engagement, Talent Management (including assessment, development, succession planning), and Compensation Management
- Strong track record implementing recruiting processes, training, and career progression programs, and building a high performance, high engagement workplace culture.
- A customer-centric mindset, with an outgoing, approachable personality and experience working in a collaborative team environment.
- Proven organization/project management skills with the ability to manage multiple assignments/projects, timelines and to identify project interdependencies, resource needs, potential risks/pitfalls, and mitigation plans.
- Working knowledge of employment and labor laws to ensure regulatory compliance at the local, state, and federal level.

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Apply to Job #21-00140 go to www.emersongroupinc.com or email your resume directly to Flo Ryan: fryan@emersongroupinc.com or Karmae: kcfahr@emersongroupinc.com