
Position: Director, Human Resources
Company: Garden State Bulb Company
Website: www.gardenstatebulb.com
Reports to: Chief Executive Officer
Location: Vineland, NJ

COMPANY

Garden State Bulb Company is a family founded and PE-owned wholesale distributor of premium flower and perennial bulbs with state-of-the-art distribution facilities at its headquarters in Vineland, NJ. With recent investment and majority ownership by Staple Street Capital, GSB is able to leverage 50 years of knowledge and expertise with the resources of a value-oriented leadership team to continue delivering superior service to customers while seeking out new and innovative products from the best growers and suppliers worldwide.

Garden State Bulb Company is uniquely customer oriented with a keen focus on providing high quality products and innovative retail concepts that contribute to the success of Customers. GSB maintains its industry-leading position with a focus on customer satisfaction, continuously researching the latest interior decorating, packaging and color trends to develop displays that appeal to a wide audience. The organization maintains strong global relationships ensuring a consistent source of attractive, high-quality planters and premium flower bulbs and seeds at competitive prices.

Company Culture

Steeped in family-founded roots, Garden State Bulb Company features a people-oriented culture where everyone feels valued and recognized for their contributions. It's an environment light on hierarchy, where personal relationships are important, and everyone pitches in to deliver results for Customers. It's an innovative culture where everyone has a voice and encouraged to share new ideas and perspectives.

POSITION

Garden State Bulb Company is seeking a Human Resources Director to develop HR strategies, programs and processes and provide guidance to the leadership team on people-related subjects, ensuring people operations are delivered smoothly and effectively in a high-growth, seasonally dynamic, wholesale distribution organization.

This HR Director must be an experienced leader with knowledge of HR industry trends, federal and state employment laws and regulations as well as a general business orientation. Ideally, the HR Director will be able to develop and manage programs while also possessing a strong strategic mindset, contributing to the overall development of the culture and team. Ultimately, the goal is to ensure that all HR services are aligned with business objectives and delivered seamlessly to engage and develop teams.

Key Responsibilities:

- Establish HR credibility with management and employees in order to be an effective problem solver of people issues.
- Assess and support GSB's culture, driving specific strategies and objectives for performance management, employee engagement, recognition & retention, training & development, recruitment, and onboarding.
- Develop and enhance policies, processes and approaches for a variety of business-critical functions including, recruitment, compensation, benefits, health and safety, organization development and training needs, etc.
- Maintain all employee and payroll information, ensuring accuracy, confidentiality and reporting availability.
- Maintain knowledge of employment trends and legislation including FMLA, COVID regulations, ensuring compliance.
- Ensure strict records maintenance to generate data and reports that conform to EEO regulations including, updating EEO-1 filing annually.
- Confirm, create, monitor internal policies and legal standards, as necessary.
- Manage and investigate grievances and violations, taking appropriate disciplinary action when required.
- Anticipate and resolve litigation risks.
- Conduct wage surveys within labor market to maintain competitive wage rate.
- Manage benefits plan participation including insurance and savings plans as well as other employee-related transactions including, hires, promotions, transfers, performance reviews, and terminations, and employee statistics for government reporting.
- Consistent evaluation of recruitment program to include developing relationships with community resources, temporary agencies and other talent pools, monitoring best practices regarding recruitment strategy.
- Manage the budget and other financial measures of the Human Resources Department.

POSITION REQUIREMENTS

- HR leadership experience, preferably in a wholesale distribution environment
- Thorough knowledge of Human Resources principles and best practices
- Ability to evaluate and implement an attractive and competitive rewards program
- Knowledge of current employment legislation and regulations
- Excellent organization and leadership skills
- Outstanding communication and interpersonal skills, Spanish bi-lingual preferred
- High emotional intelligence with a commitment to high ethical standards
- A BA/BS degree

Contact:

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