Customer Led, Service Driven

Do you want to shift your management career into high gear? If you are a strong leader who can inspire others to succeed you should consider a career in Human Resources at Avis Budget Group! We are a fortune 500 Global Leader in the travel services industry operating two of the most recognized brands in the vehicle rental business as well as one of the leading truck rental businesses in the United States.

The Human Resources Representative serves as an internal business partner, delivering comprehensive human resources programs, initiatives and solutions to the functional areas of the organization in support of key business strategies. The Representative will be a key member of the HR leadership team and is responsible for providing strategic and tactical human resources support for their assigned field operations locations. This position is located in South Florida and has responsibility for the South Florida Region, with six cities supporting approximately 1,000 associates.

The Human Resources Representative provides overall Human Resources support to union, non-union, management and staff in the specified departments and field locations. This position ensures Human Resources compliance from both a legal and company policy perspective. Essential duties and responsibilities, shown below, will vary accordingly based on assignment.

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- Acts as a business partner with the City/District Managers and field Operations Managers.
- Provides input in the design and development, implements and administers company-wide HR initiatives and programs to ensure they are aligned with business requirements which will enhance the organization's employee and customer loyalty
- Facilitates leadership development and key talent retention efforts e.g., performance management, coaching/counseling/corrective actions, employee recognition and rewards, talent review, etc.
- Provides leadership on labor relations issues, prevention and strategies. Recommend improvements to related work processes and works with Labor Relations Team to ensure that issues in assigned areas are being addressed
- Ensures forecasting and fulfillment of staffing needs via interview selection, new hire orientation and retention
- Working with management to define talent management needs to design and implement HR programs and practices e.g., organizational design, workforce development/planning, talent review, succession planning, compensation management, etc. that align with and support Company goals
- Acts as a change facilitator to ensure senior management recognizes, addresses, implements, and follows through on action items developed against the opportunities identified by employee survey processes
- Partners with specialized HR areas including talent acquisition, compensation, benefits, training and total rewards, etc. to ensure specific needs of the locations are met
- Provides continuous support and interpretation to management and staff on HR policies, employee relations issues, and affirmative action and diversity goals to ensure compliance

Qualifications

Required Experience

- 3+ years HR leadership experience in a Generalist capacity
- Bachelor's degree in Human Resources Management or a related field
- Must be bilingual - Spanish
- Experience managing multi-site locations preferred
- PHR or SPHR preferred
- Labor Relations experience preferred
Required Knowledge, Skills and Abilities

- Broad knowledge of Human Resources disciplines, which include: Staffing, Employee Relations, Engagement and Retention, Total Rewards, Labor Relations, Compensation, Benefits, Training/Management Development, policies and procedures
- Demonstrate leadership skills and the proven ability to lead, motivate and organize teams
- Working knowledge of Human Resource terminology, practices and their application required
- Strong PC and analytical skills MS Office and Oracle
- Ability to effectively interface with all levels of management and staff
- Detail oriented with strong communication skills
- Experienced working in a fast paced environment with the ability to multi-task
- Regular travel required approximately 50%

Avis Budget Group is an EEO Employer - Minorities / Females / Protected Veterans / Disabled

The information listed above is intended to describe the general nature and level of this position. Essential functions and responsibilities may change as business needs require. Your response to this advertisement may result in your consideration for employment with an affiliated company of Avis Budget Group, the publicly traded parent company of Avis Budget Car Rental, LLC and its subsidiaries. Offers of employment will be made by Avis Budget Car Rental, LLC or any of its employing companies or brands, including Avis, Budget, Budget Truck or AB Car Rental Services. Candidates must meet all basic qualifications and submit a complete application to be considered for this position. This posting serves as an advertisement of an existing open position only and does not qualify as the job description.

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HR Rep St. Louis, MO
HR Rep Ft. Lauderdale, FL
HR Rep Springfield, VA
HR Rep Seattle, WA

Base salary plus Bonus for all is 10% and car