

Human Resources Business Partner

Ready Pac Produce, Inc. - Swedesboro, NJ

Apply Now<https://www.indeed.com/jobs?q=ready+pac+produce%2C+inc&l=swedesboro%2C+nj&from=searchOnDesktopSerp&vjk=9e295392d5b8052f>**Position: Human Resources Business Partner****Department: HR****Reports To: HR Manager****Salary Type: Exempt****Location: Swedesboro, NJ****Groupe Bonduelle is a company that is making a positive impact**

Groupe Bonduelle is the world leader in ready-to-use plant-rich food. By joining our company you will have an opportunity to make a positive and sustainable impact on yourself, others and the planet. You will play an active part in our mission to inspire the transition toward a plant-rich diet to contribute to people's well-being and planet health.

Groupe Bonduelle Fresh Americas is the U.S. business unit of France based Groupe Bonduelle (BON.PA). We are the first business unit of Groupe Bonduelle to become a Certified B Corporation. We operate three processing facilities throughout the U.S. and employ nearly 3,000 Associates who focus on producing and bringing to market fresh vegetable products, prepared salads and plant-rich meal solutions.

Groupe Bonduelle is a 170 year old French family-owned company that has been at the forefront of plant based food innovations since 1853. Our ready-to-use plant-rich food products are grown on 168,000 acres by our grower partners and marketed in nearly 100 countries. The company currently employs more than 11,000 Associates globally.

Join us at Bonduelle Fresh Americas for an opportunity to advance your career in a culture that places people first and makes contributing to a better future through plant-based food our top priority.

Position Summary:

The Human Resources Business Partner provides HR support to the plant management team and hourly employees in a fast paced manufacturing environment. The HRBP is responsible for developing and leading projects that accelerate key business KPI's and strategies in addition to supporting the assigned employee workforce and ensuring consistent employee relations policies, practices and processes. This role requires an understanding of manufacturing best practices in order to ensure HR business partnership to drive a performance culture through: crewing practices and staffing, work schedule optimization, hourly on-boarding and skills training, compensation structures and hourly career pathing, workforce planning and recruiting strategies, frontline leadership development, employee communications and engagement, process improvement or TPM, and labor awareness.

What you will Do:

- Oversee without direct supervision the day to day operations of the HR team and manage escalated and complex employee relations issues across the scope of the employment life cycle, while balancing business needs with employee advocacy.
- Partner with the leadership team, supervisors and other staff to identify, strategize and implement improvements in all processes and procedures across the plant; develop and implement cross-functional projects in line with core company and plant objectives.
- Evaluate and identify learning and training opportunities for leadership and frontline associates; develop training plans and implement training sessions to address gaps or for continuing/ongoing development to meet business needs.
- Directly oversee the Frontline Trainers and Frontline Onboarding Program to ensure effective orientation, retention and employee engagement from Day One.
- Develop frontline communication approaches and strategies in partnership with frontline leadership to ensure positive and proactive communications to the hourly workforce. Support all employee engagement and recognition programs.

- Manage recruitment process for office staff positions.
- Support HR KPI deliverables through reporting and data analytics.

Minimum Qualifications:

- Minimum of 4 years of progressive HR experience required; in a manufacturing or distribution center environment is strongly preferred.
- Bachelor's Degree or additional relevant work experience is required; Master's degree in Human Resources or Business Administration preferred.
- Bi- or multi-lingual speakers are strongly desired.
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