

# Human Resources Manager - Johns Manville • Berlin, NJ

## Job Description

Are you an HR Manager or HR Business Partner who thrives in fast paced team environment? If you have a background rooted in manufacturing, enjoy all facets of HR encompassing recruiting (understands the various channels and thinks out of the box to recruit and retain talent), enjoys training and coaching, mentoring, building partnerships, working in a team environment and more let us know by applying today!

At Johns Manville we are committed to delivering positive and powerful experiences, because we are successful only when our employees and customers thrive! We are passionate, we care about people, we perform, and we protect others and our environments. If these values align with your values too; you will find our HR Manager position and Johns Manville a fun place where you can grow, learn and thrive!

### Responsibilities:

- Initiates strategies to create a robust workforce plan that addresses current and future organizational needs, including workforce size and structure.
- Facilitate annual HR processes including compensation planning, open enrollment, succession planning, affirmative action plan development and others as required
- Coaches managers in understanding employee issues and concerns and underlying causes, promotes direct lines of communications between employees and management
- Conducts thorough investigations and develops solutions to complex employee issues and concerns
- Coaches managers in understanding local labor contracts and compliance issues, advises managers of legal issues
- Participate in union negotiations and grievances
- Positive employee relations expertise
- Experience or exposure to change management; experience as a change agent
- Demonstrated experience with talent management, including recruitment, succession planning, and employee development
- Strong project management and leadership skills
- Strong problem resolution and negotiation skills
- Labor relations experience (preparation for arbitration, grievances, negotiation) preferred

### MINIMUM QUALIFICATIONS

- Bachelor's degree
- 5 or more years of experience working as a lead generalist role or in a succession of assignments in various HR disciplines
- Experience with talent management, including recruitment, succession planning, and employee development
- Experience working in manufacturing
- Experience working in a union environment to include managing and negotiating collective bargaining agreements, positive employee relations expertise to

include pro-active preventative labor experience, and labor relations, grievances, negotiations, arbitrations, etc.

- Experience in conducting investigations related to employee issues and concerns
- Experience or exposure to change management methodology; experience as a "change agent".
- Experience coaching and counseling
- Strong performance management knowledge with particular emphasis on managing an objective based appraisal process
- Microsoft Office (Word, Excel and PowerPoint)
- Ability to work in a team environment as well as across the organization
- Ability to climb stairs, extensive walking, hot and cold
- Ability to work a flexible schedule or after hours as needed
- Ability to be on call as needed
- Ability to travel up to 20%

## **PREFERRED QUALIFICATIONS**

- ADP experience - Payroll and Report Writing
- Solid problem resolution and influencing skills
- Certifications PHR or SPHR
- Communication skills (verbal, written and presentation/facilitation)
- Project management background

~

**Apply on Company Website**

**Email Job Save Job**

Job ID: 5000229634506

Career Builder

<https://www.careerbuilder.com/job/J3F19Z73D2THLWJ0S2F?ipath=JRG5&keywords=human+resources&location=vineland%2Cnj&searchid=0a840ef4-865b-4565-9e21-5a4ffd0d5c8d&siteid=cbnsv>