

Manager, Human Resources (HR Solutions)

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- **Job Number:**20057364
- **Location:**Swedesboro, NJ
- **Country:**United States
- **Date Posted:**12/17/2019
- **Type:**Full time
- **Employment Type:**Regular

What Manager, Human Resources contributes to Cardinal Health

Human Resources leader for all employees through the level of Director in an assigned geography. Trusted advisor for employees and people leaders focused on developing and driving the human resources agenda for assigned team(s).

Job Scope

Supports employees in an assigned geography(s) through the level of Director.

Job Responsibilities

- Applies experience and uses judgement be a trusted advisor to employees and people leaders, providing candid, unbiased coaching and counsel to improve individual and team performance and enhance people leader effectiveness.
- Builds effective relationships and collaborates with Centers of Expertise (COE) organizations to deliver effective, high impact people practices.
- Influences significant decisions impacting employees, teams and people leaders.
- Supports and champions team and/or location change initiatives.
- Coaches employees and people leaders on next and best demonstrated practices (BDP).
- Resolves advanced employee relations matters (Tier 2), escalated from the HR-Service Center, Advice and Counsel Center or determined based on team(s) assigned, I-9 matters.
- Proactively identifies workforce trends and provides relevant business insights, using data, tools, analytics and resources, taking action(s) as necessary.

- Ensures action plans (Engagement or Pulse, Organizational Health Engagement (OHE) are operationalized and are producing their intended outcome(s).
- Understands the competitive factors in the local markets supported, ensuring offerings are competitive and providing input as needed.
- Oversees employee offboarding (e.g. reductions in force, significant separations).
- Consults on compensation actions and decisions. Interfaces with HR Services to ensure actions are operationalized.
- Executes positive employee/labor relations to mitigate any third-party interest or intervention.
- Ensures appropriate focus and engagement with Diversity and Inclusion (D&I) activities.
- Collaborates with leaders on organizational design, ensuring spans, layers and deployment is optimal to accomplish team objectives.
- Works on or may lead complex projects of large scope (e.g. mergers, acquisitions, divestitures, full or partial site closures).
- Performs other duties as assigned.

Job Qualifications

- Bachelor's degree, or equivalent work experience.
- Eight (8) or more years of experience in a related field required and industry.
- PHR, SPHR or GPHR certification preferred
- Travel estimate- Overnight travel varies based on assignment and can range up between one to three visits per month. The goal is to visit all major locations approximately 1-3 times per year. (Ref: Site/Team Visit Checklist).

Job Competencies

Leadership coaching, Employee Relations expertise, Business acumen, Root cause evaluation, use of technology to identify trends, Communication, Problem solving, Ethical practice, Establishing/ reinforcing culture, Influence, Relationship management, Project management

Cardinal Health is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.

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https://jobs.cardinalhealth.com/search/jobdetails/manager-human-resources-hr-solutions/741f9a5e-1db2-40e6-a8cd-2bfc1e2a3af5?s_cid=CB