

POSITION TITLE: Senior Human Resources Business Partner

We are a rapidly growing \$500M Supply Chain Services company with 11 locations in the US and Canada. This position will be responsible for leading and managing operational group within defined environments.

The Role

Our Senior HR Business Partner plays a key role in supporting the overall fulfillment business and will partner across the HR function to deliver world-class, value-apsed support to our leaders and employees. The Senior HR Business Partner will drive business value through talent management, employee experience and organizational effectiveness.

This position will support leadership teams at 6 Kem Krest facilities in Elkhart, IN, Pleasant Prairie, WI, Phoenix, AZ and Oakville, Ontario, while also leading, guiding, and coaching 3 HR Specialists in those locations.

Responsibilities

In this role, you will provide strategic organization support to leadership teams. Build trusting relationships with leaders and employees, serving as a coach, mentor, and expert on all talent matters. Analyze trends and metrics and ensure HR operates with excellence by evaluating and improving day-to-day execution of processes led by HR Specialists in each location. The right candidate will identify new opportunities where HR can add value and drive key initiatives such as change management, organization design and etc. This candidate will partner with HR function and business leaders to create and maintain culture that inspires and fosters strong employee performance and engagement. Will work closely with HR leadership team and business leaders to continuously improve, implement, and scale key people processes to support growth strategy.

The Senior HR Business Partner will facilitate and support all HR processes during the employee life-cycle, including talent selection, performance management, employee relations, change management, organizational design, succession planning and talent assessment. This candidate will provide coaching and guidance to leaders and performance management. Will manage the employee performance evaluations and conduct and/or support all talent management training to develop managers in the execution of talent management processes.

This position will develop HR competencies of 3 HR Specialists; including recruiting, employee relations and HR compliance. Will also manage the training, career development and day-to-day responsibilities of HR Specialists. The candidate will ensure compliance with federal and state regulations concerning employment, provide guidance and interpretation in employee relations, employment laws and policies. Will process performance reviews, prepare employee separation notices and related documentation, assist in development, deployment and administration of Company personnel policies and procedures.

It is important that the Senior HR Business Partner supports and enhances the company culture and execution of DE&I Strategy. Therefore, will develop managers through coaching and implementation across the organization. Will treat all company team members and business partners with respect and patience to foster better relationships as well as demonstrate a genuine sense of urgency for all company and people related issues, priorities, and concerns.

QUALIFICATIONS

- Bachelor's degree in Human Resources or related field required; SHRM/PHR Certification preferred
- 7+ years' progressive HR experience, including direct experience in HR Business Partner roles
- Experience with all aspects of HR required: Employee Relations, Recruiting, Talent Management, Training & Development, Coaching and developing leaders
- Strong written and verbal communication skills required
- Ability to understand business issues and strategies to present solutions that advance the greater interests of the business
- Experience facilitating/maintaining culture shift
- Experience managing HR professionals