011827 (First Posted: 12/04/2015)
POSITION: Head of Human Resources
EMPLOYER: Truveris
LOCATION: New York, NY
DUTIES: Act as HR Business Partner for leadership by providing guidance and counsel on variety of issues that include, but not limited to: employee relations, conflict resolution, interpersonal communications, policies and procedures, and country, federal, state, and local law. Design and align HR initiatives with business strategy and objectives to drive the human resources function and performance. Areas will include: talent management through succession planning, training and development programs, and other programs that enhance the knowledge of the employee base and fill in identified talent gaps. Develop recruiting strategies such as staffing programs to identify internal and external talent for all levels within the company.
QUALIFICATIONS: Bachelors or masters degree in human resource management or related field. At least five years of experience in an HR management role. Management level experience preferred. Must have thorough knowledge of employment law, employee relations and labor relations, wage/salary and benefits administration. Strong business acumen and ability to contribute to the business strategy and operation plans. Demonstrated ability to collaborate with business leaders to develop, implement and monitor programs.
SALARY: Commensurate with experience.
CONTACT: For additional information or to send resume, email epattyn@truveris.com.

011831 (First Posted: 12/04/2015)
POSITION: HR Business Partner, Advanced Technologies Center
EMPLOYER: Uber
LOCATION: Pittsburgh, PA
DUTIES: We are in need of an HR Business Partner who will align business objectives with employees and management for our Advanced Technologies Center. Partner with your clients to roll out all key people processes (performance management, compensation, benefits, development programs, etc). Consult with managers and provide guidance and coaching when appropriate. Be knowledgeable about our business. Provide guidance and input on workforce planning, succession planning, compensation, benchmarking, etc. Identify training needs for business units and individual executive coaching needs. Maintain in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance. Partner with legal department.
QUALIFICATIONS: Bachelors degree. At least five years of relevant HR Business Partner experience, ideally supporting technology-focused teams. Strong understanding of HR programs including: compensation, performance management, and leadership development. Understanding of various employment laws and their impact on HR matters. A track record of providing HR consultation to senior leadership on strategic initiatives. Demonstrated ability to partner within and outside of HR. Knowledge and experience in technology businesses.
SALARY: Commensurate with experience.
CONTACT: Please apply directly through our Uber Careers page via this link: http://grnh.se/cpgye8.
011832  (First Posted: 12/04/2015)
POSITION:  HR Business Partner
EMPLOYER:  Uber
LOCATION:  San Francisco, CA
DUTIES:  Partner with your clients to roll out all key people processes (performance management, compensation, benefits, development programs, etc). Consult with managers and provide guidance and coaching when appropriate. Be knowledgeable about our business. Provide guidance and input on workforce planning, succession planning, compensation, benchmarking, etc. Identify training needs for business units and individual executive coaching needs. Maintain in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance. Partner with legal department as needed/required.
QUALIFICATIONS:  Bachelors degree. At least seven years of relevant HR Business Partner experience with at least five or more years in a global and growing organization, demonstrated understanding of HR programs including: compensation, performance management, and leadership development. Understanding of various employment laws and their impact on HR matters required. A track record of providing HR consultation to senior leadership on strategic initiatives. Demonstrated ability to partner within and outside of HR.
SALARY:  Commensurate with experience.
CONTACT:  Please apply directly through our Uber Careers page via this link: http://grnh.se/dary28.

011833  (First Posted: 12/11/2015)
POSITION:  Director, Compensation and Benefits
EMPLOYER:  AAIPharma Services
LOCATION:  Wilmington, NC
DUTIES:  Will oversee the planning, development, implementation, administration and budgeting for our corporate compensation, benefits, payroll, and HRIS areas. Develop corporate-wide programs and policies; ensure compensation, benefits and payroll programs support the organization strategic objectives and meet all legal requirements.
QUALIFICATIONS:  Bachelors degree in a related field with at least twelve years of compensation and benefits experience including at least five years of management experience. Must have in-depth knowledge of the principles and practices of compensation, benefits, and payroll administration; strong computer skills; excellent interpersonal, and written/verbal communications skills; proven leaders skills, and the ability to handle multiple priorities in a fast-paced, dynamic environment.
SALARY:  Commensurate with experience.
CONTACT:  Please apply through our company website: www.aaipharma.com.

011834  (First Posted: 12/11/2015)
POSITION:  Human Resources Leader
EMPLOYER:  Ingersoll Rand
LOCATION:  Annandale, NJ
DUTIES:  Support the VP Product Management, VP of Engineering and Marketing Director and their team of 160 employees within the Power Tools business. This role reports directly to the VP, HR Power Tools. Serves as key leader to provide thought leadership, influence, and hands-on engagement to ensure effective deployment of human capital agenda to achieve business results; partners with business leaders and peers to expand the business and ensure organizational capability. Provides leadership, guidance, and counsel to senior leadership team members for Product Management (Global), Engineering (Global) and Channel Marketing (Global) on matters related to talent, organizational change, and development.
QUALIFICATIONS:  Bachelors degree required, masters degree preferred. Five to ten years of experience in human resources. Demonstrates a deep understanding of business needs with global scope. Proven ability to gain confidence of the business leadership team and HR partners. Experience in developing organizational capability plans to drive business strategy; managing succession and talent assessments for client groups. Extensive experience in partnering with senior business leaders.
SALARY:  Commensurate with experience.
CONTACT:  Apply to Ingersoll Rand Website: https://ircareers.taleo.net/careersection/2/jobdetail.ftl?job=1510957.
POSITION: Sr. HR Business Partner - Global Products and Growth Teams
EMPLOYER: Uber
LOCATION: San Francisco, CA
DUTIES: Making People Managers and Leaders great! By far the most important element of this role is making our People Managers and Leaders great by providing great data and analytics, training, coaching, process execution and improvement, or simply being there when they need you. Partnering with Executives to plan organization design, development, and succession planning. Partnering with clients to roll out all key people processes (performance management, compensation, development programs, etc.). Driving a high-performing culture. Work with managers to aggressively assess performance; coach good performers to become great; and when necessary, address low performers.
QUALIFICATIONS: Bachelors degree. A minimum of twelve to fifteen years of relevant HR experience, including experience in high-tech, internet, or the sharing economy, with at least five to seven of those years being in HRBP roles. Experience with creating and implementing HR programs, including compensation.
SALARY: Commensurate with experience, very attractive bonus and equity structure salary.

POSITION: HR Generalist
EMPLOYER: Carestream Health
LOCATION: Rochester, NY
DUTIES: The HR Generalist is a shared resource, supporting three of our U.S. HR Directors in handling front line HR activities, tasks and corporate projects. Some examples of duties: handle inquires from employees and managers to address questions and drive problem resolution on HR core processes, policies and procedures; Support the HR Directors with talent acquisition activities such as writing job descriptions, working with compensation on market analyses, monitor and report on client group progress in meeting annual compliance training requirements, prepare various reports by collecting, analyzing and summarizing data and trends as requested. Assist with, or independently complete, special projects utilizing project management and research.
QUALIFICATIONS: Bachelors degree in Human Resources Management or related discipline, with over three years of professional experience in Human Resources principles, practices and procedures required. Strengths in Microsoft Office products (Excel, Word, PowerPoint, etc.) required.
SALARY: $50K+
CONTACT: Please go to www.carestream.com/careers, apply to Req. #6785BR.

POSITION: Human Resources Business Partner
EMPLOYER: Foundation Medicine
LOCATION: Cambridge, MA
DUTIES: The Human Resources Business Partner (HRBP) will take a consultative approach in collaboration with business managers on a variety of human resources-related issues to include: organizational effectiveness, change management, performance management and compensation. The HRBP formulates partnerships across the HR function to deliver value-added service to management and employees that reflect the business objectives of the organization. The HRBP will partner with Legal, IT and other HR team members and support the Research and Development, Medical Affairs and Clinical Development organizations.
QUALIFICATIONS: Bachelors or masters degree, PHR/SPHR preferred. Seven to ten years of HRBP or Generalist experience. Demonstrated track record of proactively suggesting new alternatives to current HR practices, anticipating and developing both strategic and tactical HR plans and programs to accomplish the Company's mission. Experience in most or all of the functional areas associated with this position; excellent management, negotiating and organizational skills; demonstrated ability to achieve results.
SALARY: Commensurate with experience.
LEGAL

011841 (First Posted: 01/08/2016)
POSITION: Attorney-Labor and Employment Group
EMPLOYER: Putney Twomby Hall & Hirson
LOCATION: New York, NY
DUTIES: Seeking junior- and senior-level associate attorneys for our management-side labor and employment practice group.
QUALIFICATIONS: JD and experience with labor and employment law. Admission to New York bar.
SALARY: Commensurate with experience.
CONTACT: Email resume, cover letter and writing sample to jcartafalsa@putneylaw.com.

UNION

011840 (First Posted: 01/08/2016)
POSITION: Field Representative-Albany
EMPLOYER: NYS Public Employees Federation
LOCATION: Albany, NY
DUTIES: Monitor and enforce the state contract, resolve members' problems using the contract, state and federal laws, and union principles. Experience with PERB and collective bargaining negotiations, grievance processing, arbitration proceedings and knowledge of Civil Service Law and State operations.
QUALIFICATIONS: Bachelors degree in Labor Relations or related field is preferred.
SALARY: $56,633 plus monthly transportation allowance
CONTACT: Apply to: Human Resources, NYS PEF; 1168-70 Troy-Schenectady Road; P.O. Box 12414; Albany, NY 12212-2414 or email: HR@PEF.org.

EDUCATION

011835 (First Posted: 12/11/2015)
POSITION: University Title IX Coordinator
EMPLOYER: Cornell University
LOCATION: Ithaca, NY
DUTIES: Reporting to the Vice President and Chief Human Resources Officer, the Title IX Coordinator provides strategic vision for, leads, and coordinates Cornell University’s Title IX efforts across its several campuses and serves as a central resource for all Cornell University constituencies on the wide range of issues addressed by Title IX, the Clery Act, NYS Education Law Article 129-B (NYS 129-B), and Cornell University Policy 6.4. Lead efforts across all divisions of the university to ensure compliance with statutory and regulatory requirements under federal and state laws and to promote best practices.
QUALIFICATIONS: Bachelors degree and seven to ten years related experience or equivalent combination of education and experience is required. Knowledge of and ability to interpret relevant federal and state law and regulations; Sharp understanding of the ways in which the conversation around Title IX and other relevant laws is evolving nationwide and ability to anticipate potential issues before they arise. Terminal degree preferred, particularly a Juris Doctorate. Significant Title IX experience preferred.
SALARY: Commensurate with experience.
CONTACT: For a more detailed description and to apply online, please visit www.hr.cornell.edu and apply to Job # 30192. When applying through our system, please attach your application materials (Resume/CV/Cover Letter) in either Microsoft Word or PDF format. Due to the high volume of responses, only those applicants who best match our needs will be contacted for an interview. For information, contact Edgar Johnson, (607) 254-3337 or email ejj33@cornell.edu.
011828 (First Posted: 12/04/2015)
POSITION: Part-Time Community Organizer
EMPLOYER: New Immigrant Community Empowerment
LOCATION: Jackson Heights, NY
DUTIES: Conduct outreach to and recruit new members at day labor corners, employment agencies, parks, and other spaces. Respond to inquiries from members and prospective members by phone, in person and/or in writing. Carry out membership intakes and referrals. Assist with member communications through phone calls, newsletters, social media, etc. Assist in developing and coordinating member services and benefits. Administer membership database and work with interns and volunteers to enter data and verify information.
QUALIFICATIONS: Bachelors degree. Must have a commitment to immigrant and workers' rights. Must have strong verbal communication skills. Solid organizational and management skills, including time management (ability to perform and prioritize multiple projects). Strong data entry skills with emphasis on accuracy in a timely manner. Ability to work well under pressure, show attention to detail. Ability to work flexible hours, including early mornings, evenings and weekends. Be able to read, write and speak Spanish proficiently.
SALARY: Commensurate with experience.
CONTACT: Please send cover letter and resume to hr@nynice.org with "PT Community Organizer" on the subject line. Application review will begin immediately and continue until the position is filled.

011829 (First Posted: 12/04/2015)
POSITION: Program Manager
EMPLOYER: New Immigrant Community Empowerment
LOCATION: Jackson Heights, NY
DUTIES: Develop and supervise a team of two to three program staff. Coordinate programmatic work with an emphasis on community organizing, grassroots advocacy, coalition building, membership and leadership development. Provide strategic direction (along with staff and leaders) for building NICE's organizing and advocacy work, with a focus on building power at the city and state level to win policy and administrative reform campaigns. Implement short- and long-term campaign, strategic, and organizational plans to achieve target outcomes. Maintain relations with allies and partners, with elected other government officials and with the press. Oversee the management of NICE's training program and monthly wage theft clinic. Develop organizational systems to improve program planning, delivery and evaluation.
QUALIFICATIONS: Bachelors degree. A passion for social and economic justice and a strong commitment to organizing and the empowerment of low-income immigrant workers. Strong program or project management experience with extraordinary attention to detail, and the ability to organize, plan, and execute multiple projects simultaneously. Outstanding interpersonal, communication and teamwork skills, including the ability to collaborate, attain and grow effective partnerships to meet common goals. Bilingual in Spanish and English.
SALARY: Commensurate with experience.
CONTACT: Please send cover letter, resume, and a brief writing sample to hr@nynice.org with “Program Manager” in the subject line. Application review will begin immediately and continue until position is filled.

011830 (First Posted: 12/04/2015)
POSITION: Lead Organizer
EMPLOYER: New Immigrant Community Empowerment
LOCATION: Jackson Heights, NY
DUTIES: Work collaboratively with members, staff and allies to identify and develop workers' rights campaigns. Coordinate workers' rights organizing by planning and implementing campaign strategies and activities. Build alliances with labor, community, faith, and other partners. Develop and maintain effective leaders through leadership and organizing trainings. Effectively communicate with members through campaign meetings, one-on-ones, phone calls, newsletters, etc. Recruit new members and leaders by conducting outreach at day labor corners, employment agencies, parks, and other open spaces. Develop and maintain volunteer and intern program.
QUALIFICATIONS: Bachelors degree. A passion for social and economic justice and a strong commitment to organizing and the empowerment of low-income immigrant workers. Experience in community or labor organizing. Familiarity with popular education and other leadership development practices. Strong interpersonal and communication skills. Ability to motivate and inspire others. Experience working in coalitions. Ability to work flexible hours, including early mornings, evenings and weekends. Bilingual (Spanish and English).
SALARY: Commensurate with experience.
CONTACT: Please send cover letter, resume, and a brief writing sample to hr@nynice.org with “Lead Organizer” in the subject line. Application review will begin immediately and continue until position is filled.
011839 (First Posted: 01/08/2016)
POSITION: Employee Relations Specialist
EMPLOYER: New York Methodist Hospital
LOCATION: Brooklyn, NY
DUTIES: In this role, the Employee Relations Specialist is responsible for supporting labor and employee relations initiatives, and will perform other service functions, with emphasis on investigations. The individual will conduct effective labor and employee-related interventions and programs by working collaboratively with staff to coordinate and assist in the counsel of employees, supervisors, and senior department staff on various labor and employee relations issues including: performance and conduct issues; work environment concerns, consultations and investigations; and performance management system administration.
QUALIFICATIONS: Bachelors degree required. Minimum of four years of experience in a Human Resources setting. Three to five years of related employee relations and labor relations experience preferred.
SALARY: Commensurate with experience.