011865 (First Posted: 03/25/2016)
POSITION: Senior Human Resources Manager
EMPLOYER: Pall Corporation
LOCATION: Deland, FL
DUTIES: Pall Corporation is a materials science and engineering company with the broadest filtration, separation and purification capabilities in the world. Pall currently has an outstanding for a dynamic Senior Human Resource Manager in our Deland, Florida facility supporting HR activities for over 300 employees. This key leadership role will oversee the Employee Relations COE - developing and driving HR initiatives/projects; process and employment practice improvements; training, metrics and trends analysis. The incumbent will partner with business leaders and HR partners providing strategy, technical expertise and direction around management practices.
QUALIFICATIONS: Bachelors degree in Human Resource Management (or a related field); at least three years of progressive HR experience; working knowledge of Excel (at least three years of experience); ability to analyze and interpret data; experience working with HR information systems in support of HR activities; knowledge of applicable federal, state and local labor laws and regulations. Experience in a manufacturing environment is preferable. ISO and cGMP experience is a strong plus.
SALARY: Commensurate with experience.
CONTACT: To apply, please go to www.pall.com and click on the "careers" link. Enter requisition #SHA000046. The title is Sr. Human Resources Manager.

011866 (First Posted: 03/25/2016)
POSITION: Human Resource Manager
EMPLOYER: Dresser-Rand Company
LOCATION: Painted Post, NY
DUTIES: The Human Resource Manager will provide the full complement of HR support to Dresser-Rand Operations including: talent management, organizational development, recruiting, change management, employee and labor relations, and compensation and benefits. The successful candidate for this position will serve as a coach and advisor to the leadership group for Dresser-Rand Operations.
QUALIFICATIONS: Bachelors degree in Business, Human Resources, Industrial and Labor Relations or related degree. The legal authorization to work in the U.S. At least ten years of Human Resources experience. At least seven years of experience in Human Resources Management in a union environment. Direct experience including significant Labor Relations experience (i.e., contract negotiations, contract administration, grievance/arbitration handling) talent management, compensation and benefits.
SALARY: $100.7K
CONTACT: Visit the Dresser-Rand website at www.dresser-rand.com to view opening and apply.
Position: Director of Human Resources  
Employer: Systems Control  
Location: Iron Mountain, MI  
Duties: Implement industry leading practices in the core HR functions of policy, compensation, benefits, staffing, recruitment, employee relations, management training, organizational development, wellness, and compliance. Act as a strategic business partner to the Executive Leadership Team. Execute the company Talent Strategy through workforce planning, employment branding, candidate engagement, talent assessment, and continuous hiring process improvement. Drive a culture of high performance via organizational development, performance management, succession planning, and training. Oversee the administration of company policies and legal compliance.  
Qualifications: Bachelor's degree in Human Resources, Business Administration, or related discipline, required; SPHR, preferred. Fifteen years of experience in Human Resources, preferably in a manufacturing environment, essential. Five years of HR Management experience in a unionized environment, preferred. A proven track record of building relationships at all levels within an organization. Expertise in mentoring and employee development. Outstanding communication and presentation skills.  
Salary: $90K - $120K  
Contact: Applications taken online only at https://systemscontrol.sdsjobs.com. No phone calls please.

Position: Head of Total Rewards  
Employer: Software Company  
Location: The Southeast  
Duties: The successful candidate will participate in aligning the firm's Reward philosophy with its overall business objectives and will play a significant role in driving strategy, including the design, implementation, administration and communication of compensation and benefits programs. Responsibilities include: Provide leadership and ongoing management of HR systems to maximize technology and deliver high standards of service delivery; Ensure delivery of transactional HR processes to ensure efficiency and high data integrity across all locations; Produce and develop accurate HR dashboard reports utilizing appropriate reporting tools; Develop and enhance standard reports to address ongoing HR and business needs; Responsible for day-to-day administration of US benefit programs.  
Qualifications: Bachelor's required, Masters preferred. At minimum ten years of relevant experience. Experience in compensation and benefits design and implementation. Proficient in Excel. Strong analytical skills.  
Salary: $190K - $260K, plus generous equity awards  
Contact: Send resumes to emiller@baranelloassociates.com.
EDUCATION

011411  (First Posted: 4/1/2016)
POSITION: Assistant/Associate Director
EMPLOYER: ILR Office of Career Services, ILR School
LOCATION: Ithaca, NY
DUTIES: Advise primarily ILR undergraduate students through the career development process including but not limited to: career planning/exploration, identifying career interests, assisting with resume and cover letter writing, effective interviewing and networking, decision-making, and job/internship searches as well as plans for graduate school. Responsibilities involve individual advising appointments, group advising sessions, mock interviews, and feedback and evaluation to students seeking career support from the office. Partner with student services offices in the School to provide career services to students participating in study abroad, academic exchange programs, or the ILR Credit Internship Program. Provide oversight, development of, and assistance with, career-related forums, events, and workshops in partnership with student leaders, alumni, employers, faculty, and staff in ILR and Cornell. Oversight of one or more career events and several workshops/programs sponsored by our office. May supervise 1 to 2 office professional staff and is responsible for the co-management of our student peer advisor program, including recruitment, training and daily supervision. Contribute to the daily operations of the office and assist in maintenance of publications/communication and marketing materials, and website. Work with ILR web/marketing staff on web, social media initiatives and presence. Perform other projects as assigned, and rotates lead responsibilities with other advisors (examples include the BSILR summer survey, BSILR postgraduate report, mock interview program oversight, amongst others).
QUALIFICATIONS: Required: Bachelors degree. At least two-to-four years' experience in career services, student services, student counseling/development or related field required. Must be proficient with Microsoft suite; web editing software, email/calendaring (Outlook preferred); and social media applications. Must be comfortable speaking to groups and have good presentation skills. Preferred: Master degree in student services, education, counseling, business, or human resources. Work experience in any of the ILR career fields such as human resources, law, professional union work, public policy, or financial services is highly preferred. Certification in administering career assessment tools such as Strong, MBTI or others. Proficiency with Filemaker Pro or Sharepoint. Familiarity with Adobe Acrobat and other software to assist in the development of marketing materials (eg., Publisher, Photoshop or InDesign).
SALARY: Commensurate with experience.
CONTACT: Apply on-line at http://www.ohr.cornell.edu/jobs referencing posting number 31459. This is a full-time, non-academic staff, benefits eligible opportunity, that is located on campus.

011870  (First Posted: 04/01/2016)
POSITION: Benefits Director
EMPLOYER: Queens College, CUNY
LOCATION: Queens, NY
DUTIES: Provides advisement services and monitors employees benefits coverage to all employees including full time and part time, professional and classified staff, on all aspects of fringe benefits including, but not limited to health insurance benefits, retirement benefits, tax-deferred annuity plans, the NYS deferred compensation, FSA program, New York's 529 college savings program, life insurance, long term disabilities insurance, buy-out program, transit benefit program, welfare fund benefits, catastrophic sick leave, dedicated sick leave, FMLA, PPL program, and Worker's compensation plans.
QUALIFICATIONS: Bachelors degree. Proficiency with the New York State PayServ system, New York City Health Benefits system, Excel, MS word and PowerPoint strongly preferred. Four years working experience with retirement and health insurance plans and related rules and regulations.
SALARY: Commensurate with experience.
CONTACT: Go to www.cuny.edu and click on "Employment"; Click "Search job listings"; Click on "More options to search for CUNY jobs"; Search by Job Opening 14724; Click on the "Apply Now" button.
011863  (First Posted: 03/18/2016)
POSITION: Director of Labor Relations
EMPLOYER: Adirondack Health
LOCATION: Saranac Lake/Lake Placid, NY
DUTIES: The Director of Labor Relations administers Human Resource programs and policies related to labor relations in a multi-union, multi-site environment. The Director of Labor Relations is part of all labor relations committees, is a resource to staff and management, prepares documentation in response to grievances, arbitration, conducts internal investigations, and is part of the management contract negotiation team with the Chief HR Officer.
QUALIFICATIONS: Bachelors degree. The ideal candidate will have significant human resources and labor relations experience in a union environment, PHR or SPHR certification, excellent communication skills, critical thinking skills and initiative and follow through to execute plans, programs, and proposals.
SALARY: $70K
CONTACT: Please visit http://www.adirondackhealth.org/util/career-opportunities/ to apply, or please send cover letter and resume to Derek Tracy: dtracy@adirondackhealth.org.