011868 (First Posted: 04/01/2016)
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: Bachelors 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.

011871 (First Posted: 04/08/2016)
POSITION: Talent Acquisition Specialist
EMPLOYER: The Segal Group
LOCATION: New York, NY
DUTIES: The Talent Acquisition Specialist (TAS) has latitude to exercise initiative, judgment and influence in performance of the role. The TAS collaborates with the VP/Talent Acquisition Programs to oversee and quality assure effective and compliant talent acquisition and on-boarding program; interacts with a diverse audience (business leaders, hiring managers, HR colleagues, candidates, vendors/associations). The role has 3 aspects: Conducting full-cycle recruitment activities in response to exempt/non-exempt level hiring needs across select business units; performing as a 'go-to' resource to HR colleagues for the Company's Talent Acquisition System (Taleo) and social media recruitment planning and sourcing activities; and collaborating with VP on projects introducing best practices.
QUALIFICATIONS: Bachelors degree; at least five to seven years of relevant full-cycle recruiting experience, including use of social media; knowledge of the employment regulatory environment (e.g., OFCCP, FMLA, ADA, DOL); proficient in using Microsoft Office applications; experience and strong familiarity with talent acquisition recruitment systems (Taleo a plus); project management and interpersonal and communication skills with ability to work effectively with diverse audiences.
SALARY: Commensurate with experience.
CONTACT: If qualified and interested, please send resume and salary expectations to national@segalco.com and enter "TAS" in the subject line.

011872 (First Posted: 04/08/2016)
POSITION: Regional Human Resource Manager
EMPLOYER: David's Bridal
LOCATION: East Coast
DUTIES: Support over 100 stores on East Coast with tactical and strategic full generalist support for world's largest Bridal retailer.
QUALIFICATIONS: Five years of multi-unit retail HR experience; proven employee relations experience; Bachelors degree required; PHR preferred; strong influencing skills.
SALARY: $100K
CONTACT: Please send resumes to hiring manager Mary Raddant at mraddant@dbi.com.
011875  (First Posted: 04/08/2016)
POSITION:  Vice President, Human Resources
EMPLOYER:  EveryWare Global, Inc.
LOCATION:  Lancaster, OH
DUTIES:  The Vice President of Human Resources (VPHR) leads a total team of 8-10 including two HR Managers responsible for all areas of HR to support 1800 employees across the $350M enterprise. Development and training of both the HR team and supporting development for other departments will be a critical part of this role. The VPHR will be the HR leader of the Company, which includes the corporate staff, manufacturing facilities, distribution hubs and warehouses throughout the globe. The VPHR supports the executive team with strategic vision and implementation of all human resources objectives, policies and plans to help maximize the Company's performance. This role is responsible for labor relations as the HR business support for the Company's manufacturing plants in Ohio and Pennsylvania.
QUALIFICATIONS:  At least ten years experience in a Human Resources leadership position; progressive HR experience within the manufacturing industry preferred. Experience creating policies and procedures for labor relations, has led collective bargaining processes within a manufacturing environment, has conducted grievance hearings, and administered labor relations policies. Experience successfully leading teams with demonstrated positive outcomes; the ability to create a positive environment and create followership.
SALARY:  Commensurate with experience.
CONTACT:  Please send cover letter and resume to Chris Brem at cbrem@mcintyreco.com or call (614)570-9182 for more information.

011885  (First Posted: 04/22/2016)
POSITION:  Chief Compliance Officer
EMPLOYER:  University Hospital
LOCATION:  Newark, NJ
DUTIES:  The Chief Compliance Officer oversees the corporate compliance program for University Hospital, providing guidance to the Board of Directors, Hospital management, and staff. The Chief Compliance Officer is responsible for building and maintaining systems that ensure compliance with University Hospital's internal policies. The Chief Compliance Officer develops and maintains policies and standards to prevent illegal, unethical, and improper conduct.
QUALIFICATIONS:  Masters degree in Business Administration or a related field, or a law degree, required. A minimum of five years of experience in medical practice operations, planning, finance, or health care law, inclusive of at least three years of managerial experience, is required. Certification in Health Compliance (CHC) strongly preferred. Prior experience in a complex, integrated healthcare delivery system or an academic medical center is strongly desired.
SALARY:  Commensurate with experience.
CONTACT:  We welcome interested candidates to apply online at http://bit.ly/20Cp3am.

011886  (First Posted: 04/22/2016)
POSITION:  Senior Human Resources Manager
EMPLOYER:  Pall Corporation
LOCATION:  Deland, FL
DUTIES:  Developing and driving HR initiatives: process and employment practice improvement, training, metrics/trends and analysis. Partnering with and guiding business leaders through solving complex ER matters. Providing strategy, technical expertise and direction to HR partners and managers around management practices. Design and conduct training for HR and management on management practices. Assist in developing a strategic governance model for ensuring global Employee Relations support and compliance with local country laws and practices.
QUALIFICATIONS:  Bachelors degree in Human Resource Management. At least three years of progressive leadership HR experience. Experience contributing strategically and be "hands on" with tactics to drive performance at a local level. Experience in a manufacturing environment is highly preferable.
SALARY:  Commensurate with experience.
CONTACT:  For immediate consideration please apply directly at: https://danaher.taleo.net/careersection/external/jobdetail.ftl?job=SHA000046.
011887 (First Posted: 04/22/2016)
POSITION: Manager, Human Resources
EMPLOYER: Victoria's Secret
LOCATION: New York, NY
DUTIES: The Manager of HR at Victoria's Secret will be responsible for the HR Strategy and support to our home office organization. Partner on strategic development and delivery of Human Resources programs, including organization design and development, training, compensation, succession planning and performance management processes. This includes the following activities: Assist with determining organizational human resources needs and develop programs and processes to support the business needs. Work with senior leadership in managing the talent lifecycle. Provide change management support. Coach and influence leaders and associates to enable high performance and engagement. Lead succession planning and development processes within the team.
QUALIFICATIONS: Bachelors Degree required, Masters preferred. At least seven to ten years of experience in Human Resources; at least two to three years at the Manager level. Experience should include all areas of human resources. Strong communication and influencing skills. Capable of working at a fast pace along with being extremely resourceful. High degree of professionalism and confidentiality. Proven relationship-building.
SALARY: Commensurate with experience.

011869 (First Posted: 04/01/2016)
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: Bachelors 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.

011881 (First Posted: 04/15/2016)
POSITION: Lead Title IX Investigator
EMPLOYER: Cornell University
LOCATION: Ithaca, NY
DUTIES: The Investigator's primary role is to conduct investigations of complaints filed under Cornell University Policy 6.4 involving students, which also includes representing Cornell to present cases potentially to attorneys, Judicial Codes Counselors (JCC), and/or a faculty panel. Will conduct complex legal analysis and reach legally sound determinations; produce high quality written work products.
QUALIFICATIONS: Law degree. Three to five years of related professional experience conducting investigations and preparing, prosecuting and/or defending cases, or equivalent combination of degree and experience. Must possess absolute respect for the dignity of all human beings, regardless of their behaviors or circumstances. Excellent judgment with the ability to manage highly sensitive and confidential information. Strong skills in the areas of conflict resolution, problem-solving techniques, interviewing and investigation. Strong analytical skills and the ability to assess and negotiate complex, highly sensitive situations. Exceptional critical thinking skills demonstrated by the ability to analyze information, evaluate results, and facilitate resolution of difficult challenges, including the ability to handle issues of complex and extreme sensitivity. Skill in writing concise, logical analytical reports and to present oral arguments to convey complex issues. Ability to maintain neutrality and work under stress.
SALARY: Commensurate with experience.
CONTACT: For details, to create a profile and apply online, please click on the following link: https://cornellu.taleo.net/careersection/10164/jobdetail.ftl?job=31265. Feel free to contact Edgar Johnson for more information at ejj33@cornell.edu or (607) 254-3337.
011883 (First Posted: 04/15/2016)
POSITION: Associate Attorney
EMPLOYER: Bond, Schoeneck & King, PLLC
LOCATION: Albany, NY
DUTIES: Bond, Schoeneck & King, PLLC, is currently seeking an associate for our 60+ attorney, Northeast and Regional Labor & Employment Law practice in our Albany, NY office. Candidates must have outstanding academic credentials, excellent communication skills, and up to five years of litigation experience, with a background or strong interest in labor and employment law. We are an EEO Employer.
QUALIFICATIONS: Law degree; experience in Litigation or Labor and Employment is helpful; outstanding academic credentials; excellent communication skills.
SALARY: Commensurate with experience.
CONTACT: Please send a letter of application, cover letter, resume and law school transcript to hrbsk@bsk.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.
POSITION: Mediator
EMPLOYER: The Federal Mediation and Conciliation Service
LOCATION: St. Louis, MO
DUTIES: As a Mediator you will be responsible for promoting the development of sound and stable labor-management relationships by advocating the practice of collective bargaining, mediation and arbitration. You will also be responsible for fostering the establishment and maintenance of constructive joint processes to improve labor-management relationships and preventing or minimizing work stoppages through the use of mediation, relationship development training and other joint processes. Mediators also provide a wide range of alternative dispute resolution (ADR) services to help government entities reduce litigation costs, including mediation of discrimination and other claims, workplace conflict management training, facilitation, systems design and negotiated rule making.
QUALIFICATIONS: In order to be found qualified for the GS-13 Mediator position with FMCS; your resume must clearly reflect your full-time collective bargaining process experience. This experience can be gained by having served as the Chief/Lead Spokesperson/Second Chair/Benefits Expert (representing labor or management) in the negotiation of collective bargaining agreements or while serving as a Mediator or Facilitator with parties engaged in the collective bargaining processes.
SALARY: $84,546 - $109,915
CONTACT: Please click the following link for more information about this position and specific instructions on how to apply: https://www.usajobs.gov/GetJob/ViewDetails/434420500/.

POSITION: Mediator
EMPLOYER: The Federal Mediation and Conciliation Service
LOCATION: Las Vegas, NV
DUTIES: As a Mediator you will be responsible for promoting the development of sound and stable labor-management relationships by advocating the practice of collective bargaining, mediation and arbitration. You will also be responsible for fostering the establishment and maintenance of constructive joint processes to improve labor-management relationships and preventing or minimizing work stoppages through the use of mediation, relationship development training and other joint processes. Mediators also provide a wide range of alternative dispute resolution (ADR) services to help government entities reduce litigation costs, including mediation of discrimination and other claims, workplace conflict management training, facilitation, systems design and negotiated rule making.
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SALARY: $84,591 - $109,973
CONTACT: Please click the following link for more information about this position and specific instructions on how to apply: https://www.usajobs.gov/GetJob/ViewDetails/434421300/.

POSITION: Labor Relations Analyst
EMPLOYER: NYC Office of Labor Relations
LOCATION: New York, NY
DUTIES: Under supervision, with latitude for independent initiative and judgement, performs professional work of ordinary difficulty and responsibility in the fields of labor economics, labor research, employee benefits, and all issues and programs affected by collective bargaining. Will utilize computers in the performance of these duties.
QUALIFICATIONS: Preference will be given to candidates with knowledge of labor relations, mathematical analysis and working knowledge of Microsoft Word, Microsoft Excel and PowerPoint. A test may be given at the interview to determine the candidate's level of computer and analytical skill.
SALARY: $52,533 - $68,091
CONTACT: To apply, please submit your cover letter and resume electronically via www.nyc.gov/ess (city employees) or www.nyc.gov/careers (other applicants); JOB ID# 238821.