011891 (First Posted: 04/29/2016)
POSITION: Director, Employee Relations
EMPLOYER: Thermo Fisher Scientific
LOCATION: Waltham, MA or Carlsbad, CA
DUTIES: Develops and leads the Employee Relations activities and function for the company, including developing sound policies and practices that contribute to a positive employee and labor relations environment and mitigates/minimizes risk. Will be responsible for creating an Employee Relations Center of Excellence for the company, initially in the US and then eventually globally. The position requires the ability to quickly issue spot complex employment and employer relations matters and develop and implement sound, balanced, and thorough solutions. Will also help to drive positive engagement in collaboration with HR and other key stakeholders. Successful candidate will be a leader with excellent communication, management, and relationship-building skills.
QUALIFICATIONS: Bachelors degree from an accredited higher learning program required; Law degree or other advanced degree preferred. At least seven years of conducting complex and highly sensitive employment investigations. At least seven years of Employee Relations experience. Ability to create and lead ER CoE. Have a track record for adding value to business partners and employees, leveraging HR and business expertise to drive innovation and change.
SALARY: Commensurate with experience.
CONTACT: Visit www.thermofisher.com/careers and reference job code 33534BR.

011892 (First Posted: 04/29/2016)
POSITION: HR Business Partner
EMPLOYER: Petrochem Insulation
LOCATION: Benicia, CA
DUTIES: Reporting to the Human Resources Manager, you will be the partner for delivery of core HR services to managers and the means through which we maximize the effectiveness of managers. You will be a true partner to the managers by understanding their people and business needs, issues, vision, challenges, and key indicators. You will also partner with our centers of excellence to ensure high-quality delivery of HR services to your client group. Employee Relations, Compensation, Talent Management & New Hire Onboarding, HRIS/Payroll and Employee Changes, Health & Safety, EEO / Diversity & Inclusion, Recruiting.
QUALIFICATIONS: Bachelors degree with a major in Human Resources, Business or similar field. At least three to seven years of job-related experience. Experience working in industrial/construction industry and or/union experience a plus. Masters degree preferred, but not required for consideration. Outstanding verbal, written, presentation and listening skills. Strong organizational and project-management skills, including the ability to meet demanding, evolving, and often competing deadlines.
SALARY: Commensurate with experience.
CONTACT: Please send your resume to jobs@petrocheminc.com or contact Lizette Vargas, Recruiter, at (707) 558-3955. Visit our website for other job opportunities: www.petrocheminc.com.
011893  (First Posted: 04/29/2016)
POSITION: Campus Recruiter
EMPLOYER: Bridgewater Associates
LOCATION: Westport, CT
DUTIES: Becoming a campus recruiting virtuoso, seeking to deeply understand talent markets as you collaborate with
campus researchers, managers, and clients to create innovative and effective strategies to find, hook, and sell top-tier students
who are strong fits with Bridgewater. Holding compelling, accurate conversations about Bridgewater's professional
opportunities and embodying its culture as you build and sustain relationships with students, professors, and career service
representatives. Partnering with a Campus Coordinator to ensure all hiring logistics and processes are handled flawlessly.
Ensuring each candidate has an unparalleled recruiting experience that signifies the opportunities and unique value
proposition that Bridgewater offers.
QUALIFICATIONS: Bachelors degree with a strong academic record. At least two to five years of professional experience.
Recruiting, sales, customer service, or management is a plus but not required. Track record of success in a rigorous
environment with tight deliverables and high standards.
SALARY: Commensurate with experience.
CONTACT: Please apply through the below link:
PU.

011894  (First Posted: 05/06/2016)
POSITION: Inclusion & Collaboration Business Partner
EMPLOYER: Cisco Systems
LOCATION: Multiple Locations
DUTIES: Partner with senior management to develop and translate business strategy to talent management and inclusive
leadership strategy and coordinate implementation. Understand the client business including specific opportunities, gaps, and
challenges that are relevant to diversity in the Business, Function or Region and instill a highly inclusive and collaborative
environment. Increase awareness, coach and provide counsel to executive and senior management teams. Drive change
management initiatives with a focus on shifts to culture, leadership and management requirements, and systems and
processes. Engage in strategic workforce planning. Collaborate with Centers of Excellent and the internal client interface to
implement and deliver HR and I&C solutions.
QUALIFICATIONS: Bachelors degree; MBA or Masters Degree preferred. At least five years of experience partnering with
executive level stake holders within a complex matrixed environment. At least eight years of HR experience or equivalent
experience in roles of increasing complexity/scope. At least five years executing and implementing I&D programs. Ability to
facilitate change management and innovation within a high performing organization.
SALARY: Commensurate with experience.
CONTACT: Please apply online through our website: https://jobs.cisco.com/job/Lawrenceville-Inclusion-&-Collaboration-
Business-Partner-GA-30042/331597900/.

011898  (First Posted: 05/13/2016)
POSITION: Labor Relations Human Resources Business Partner (HRBP)
EMPLOYER: Phillips 66
LOCATION: Belle Chasse, LA
DUTIES: The Labor Relations Human Resources Business Partner (HRBP) reports to the Human Resources Manager. This
position provides strategic and consultative support to the Alliance Refinery, specifically supporting labor relations activities
across the site. In addition, they will also need to be able to work independently, make recommendations for solutions and
implementation, and provide guidance and support on HR issues/processes that impact the Refinery.
QUALIFICATIONS: Bachelors degree. At least ten years of relevant Human Resources experience. At least three years of
labor relations experience. Legally authorized to work in the United States.
SALARY: Commensurate with experience.
CONTACT: Apply online to requisition 23021 by going to http://www.phillips.jobs.
011903 (First Posted: 5/20/2016)
POSITION: Director / Manager, Talent Acquisition
EMPLOYER: Prolifics, Inc.
LOCATION: Orlando, FL
DUTIES: Expectations: Create an environment that inspires commitment and performance. Provide hands-on leadership/training. Coach a diverse leadership team. Support global operations. Drive results while leveraging impact. Assist with recruitment, including executive role. About US: For over 36 years Prolifics provides end-to-end services and has garnered several awards for technical excellence. Benefits: For more information on our benefits please visit prolifics.com/benefits.
QUALIFICATIONS: Bachelors or masters degree plus 15+ years in HR and Talent Management role. Experience leading Talent Acquisition in a corporate environment at a large group or division-level. Demonstrated experience attracting strong players, knows how to leverage range of levers to meet current and forecasted demand. Understands best practice, and knows how and when to leverage; gets what “good” HR is. Knowledge of Information Technology with the domains. Experience improving and leveraging company brand to improve quality of candidate funnel. Demonstrated passion for excellence; leverages metrics to optimize performance/delivery.
SALARY: Commensurate with experience.
CONTACT: Please send resumes to Wes.Lackemacher@prolifics.com.

LEGAL
011901 (First Posted: 5/20/2016)
POSITION: Paralegal, Employment Law
EMPLOYER: Orrick, Herrington & Sutcliffe LLP
LOCATION: New York, NY
DUTIES: Representative duties include: research and investigation; organizing and compiling relevant data and materials; reviewing, analyzing and summarizing documents; drafting memos, correspondence and legal documents; cite-checking and fact-checking legal documents; assisting with court filings and e-filings; and communicating with attorneys and clients regarding factual and organizational issues. This position will provide assistance to others in all aspects of employment litigation matters, focusing primarily on the organization and indexing of case materials.
QUALIFICATIONS: Bachelors degree is required, and a paralegal certificate from an ABA-approved training program is preferable. Knowledge of the procedures, terminology and documents relating to complex employment matters particularly in the area of State and Federal Court filings. Strong organizational skills, interpersonal skills and attention to detail. Excellent analytical skills and communication skills, both written and oral. Proficiency in the use of Microsoft Office software, LEXIS, Westlaw etc.
SALARY: Commensurate with experience.
CONTACT: To submit your resume and cover letter for this position, please visit our Paralegal and Professional Staff listing at www.orrick.com/careers/.

UNION
011899 (First Posted: 05/13/2016)
POSITION: Union Organizer-in-Training/ Health Care Campaigns (Bilingual English/Spanish)
EMPLOYER: SEIU International
LOCATION: Oakland, CA or Los Angeles, CA
DUTIES: We are seeking energetic and passionate individuals interested in starting social justice careers in labor organizing. For 100 years, SEIU has been helping workers stand up for their rights, fighting for dignity, respect and better conditions in workplaces and communities. With a membership 2.1 million strong, SEIU is the fastest-growing union in the United States and our diverse leaders and staff support workers as they speak out for good jobs and better lives for themselves and their families. The SEIU Organizer-in-Training (OIT) Program is a 12-month training program.
QUALIFICATIONS: Bachelors degree. Demonstrated commitment to social and economic justice. Ability and willingness to work long and irregular hours, including nights and weekends. Excellent listening, oral and written communication skills. Basic computer literacy and ability to learn the organization's technology tools. Ability to work independently as well as with a team. Willingness to conduct work site and home visits. Strong planning, time-management and problem-solving skills. Proficiency in English/Spanish is required.
SALARY: $38,764
CONTACT: A cover letter is required for all applications. Apply Here: http://www.Click2apply.net/7ggnk2k865.
POSITION: Union Organizer-in-Training/ Health Care Campaigns
EMPLOYER: SEIU International
LOCATION: Fresno, CA

DUTIES: We are seeking energetic and passionate individuals interested in starting social justice careers in labor organizing. For 100 years, SEIU has been helping workers stand up for their rights, fighting for dignity, respect and better conditions in workplaces and communities. With a membership 2.1 million strong, SEIU is the fastest-growing union in the United States and our diverse leaders and staff support workers as they speak out for good jobs and better lives for themselves and their families. The SEIU Organizer-in-Training (OIT) Program is a 12-month training program. As an Organizer-in-Training with the SEIU, you will be assigned to organizing campaigns, trained on the fundamentals of union.

QUALIFICATIONS: Bachelors degree. Demonstrated commitment to social and economic justice. Ability and willingness to work long and irregular hours, including nights and weekends. Excellent listening, oral and written communication skills. Basic computer literacy and ability to learn the organization's technology tools. Ability to work independently as well as with a team. Willingness to conduct work site and home visits. Strong planning, time-management and problem-solving skills.

SALARY: $38,764

CONTACT: A cover letter is required for all applications.
Apply Here: http://www.Click2apply.net/w8m4d5yzsm.

NON-PROFIT/GOVERNMENT

011889 (First Posted: 04/29/2016)
POSITION: Senior Human Resource Business Partner
EMPLOYER: Health Quest
LOCATION: Lagrangeville, NY

DUTIES: Provides information, analysis and advice on HR policy, employment and labor relations for assigned client group. Assists employees, supervisors and managers in various employee relations issues including discipline, performance management, conflict resolution, retention and morale and policy/contract interpretation. Acts as a resource for management and employees in managing the overall work environment. Participates in the development and deployment of HR initiatives. Administers benefit programs for assigned departments. Coaches assigned departments on best-practice recruitment techniques such as peer involvement in the process and effective interviewing. Administers unemployment insurance claims. Labor Relations: Analysis of HR Data.

QUALIFICATIONS: Bachelors degree in HR or a related field. Five years of HR generalist experience. PHR certification preferred.

SALARY: Commensurate with experience.

CONTACT: Please forward resume with compensation requirements to Michele Massey: mmassey1@health-quest.org. (845) 475-9791 or (845) 790-3239.

011895 (First Posted: 05/06/2016)
POSITION: Manager, Organizational and Talent Development
EMPLOYER: New York Power Authority
LOCATION: White Plains, NY

DUTIES: Design, develop, and facilitate development and performance improvement strategies that result in positive behavior change for managers and employees. Partner with business managers and HR Business Partners to assess needs and manage implementation of programs to accomplish specific business objectives including: talent development, performance management, and employee engagement. Conduct Gap analysis in response to Business Unit Leaders business plans to identify the best approach to filling the needs of the business. Develop materials, programs, and tools to support business needs of the teams, in partnership with the the Director of Talent Development and the HR Business Partner team.

QUALIFICATIONS: Bachelors degree in Business, Organizational Development, Human Resources or other field is required. MBA or Masters degree in Human Resources Development, Industrial/Organizational Psychology, or related field is preferred. At least seven years of progressive experience in Organizational and Talent development implementing employee development or talent management programs and/or processes. Experience in business and change management in the public and private sectors is preferred.

SALARY: Commensurate with experience.

POSITION: Development Associate
EMPLOYER: Green City Force
LOCATION: Brooklyn, NY
DUTIES: Draft letters of interest, grant proposals, newsletters, and stewardship letters to prospective funders, current funders, and other GCF stakeholders. Manage development calendar and track deadlines for funding opportunities. Project-manage major grant proposals. Draft grant reports for existing funders. Manage the fundraising database: ensure that all development-related information is entered accurately and in a timely fashion; track correspondence and meetings with donors; design and run reports to support development efforts. Conduct prospect research to identify potential funders for Green City Force. Perform all back-end work on individuals, foundations, corporate, and government grants (research, track, thank).
QUALIFICATIONS: Bachelors degree and proficiency in MS Office (Word, PowerPoint, Excel). You have a passion for social change and a commitment to excellence. You are motivated to work collaboratively and do what it takes to get results, and thrive in a fast-paced environment. You love to write, have superior organizational skills, and have demonstrated your capacity to multi-task and manage projects effectively. You are flexible, high-energy, goal-oriented, and know how to build relationships.
SALARY: Commensurate with experience.
CONTACT: Please email a resume and cover letter to jobs@greencityforce.org with the Subject Heading: "GCF Development Associate Applicant." Applications will be accepted until the position is filled.