012081 (First Posted: 1/19/2018)
POSITION: HR Director
EMPLOYER: Motivate International
LOCATION: Brooklyn, NY
DUTIES: Provide employee and labor relations advice and consultative services to the HR Team, managers and employees across the firm. Strategically coach and support the implementation of human resource policies and procedures, related goals and programs. Consult with managers on key employee relations issues and assist with interpreting policies, practices, and federal, state and local legislation (with advice and support of counsel). Support, educate and disseminate critical employee relations strategies and HR policies, programs and initiatives. Maintain an expert understanding of recent and relevant employment law and policies and practices. Support the development and implementation of market-leading recruitment, hiring and orientation programs.
QUALIFICATIONS: Bachelor's Degree in Business, Human Resources or a related field required. More than 7 years of progressively leading and/or working with companies in Employee Relations or as a Generalist. Experience with consulting on employment relations matters. Experience in developing and implementing leading edge approaches to employee and manager performance. Strong writing and communication skills.
SALARY: $100,000 - $125,000
CONTACT: To apply to this role, please follow this link: https://jobs.lever.co/motivateco/3cc318c6-1aaf-4c3a-9c20-6ef0f2e9d94?lever-origin=applied&lever-source%5B%5D=ILR%20Alumni

012083 (First Posted: 1/26/2018)
POSITION: Manager, Labor Relations
EMPLOYER: Amtrak - National Passenger Railroad Corporation
LOCATION: Washington D.C.
DUTIES: Responsible for advising line leaders in the application, interpretation and/or implementation of labor contract provisions, and negotiating labor agreements/settlements as needed to meet Amtrak's needs. Responsible for the corporate-wide contracting out notification and discussion process and responding to all appealed claims and grievances at all levels, including arbitration. Manages all Labor Relations inquiries, interpretations and supports a team of 3-4 Labor Relations Specialist to proactively support initiatives and the corporate-wide contracting out process.
QUALIFICATIONS: Demonstrated experience in administering labor contracts in railroad or the transportation industry. Leadership and management skills especially in a team-based environment. Prior leadership/supervisory experience.
SALARY: $109,000 to $130,000
CONTACT: https://career4.successfactors.com/sfcareer/jobreqcareer?jobId=34124&company=Amtrak&username=

012087 (First Posted: 2/2/2018)
POSITION: Human Resources Site Lead
EMPLOYER: General Dynamics Land Systems
LOCATION: Scranton, PA
DUTIES: The selected candidate will be a member of the General Dynamics Land Systems (GDLSS) Scranton Plant Leadership Team and will function as a Strategic Business Partner to proactively assist our internal customers in meeting their business objectives through effective management of human resources. This individual will be required to perform strategic as well as tactical roles in providing HR expertise in the areas of staffing, employee relations, labor relations, compensation, performance management, training, and others. The selected individual will be responsible for providing human resources support to customer organizations and will be expected to partner with their customers while driving and initiating HR programs/policies within those organizations.
QUALIFICATIONS: Seven (7) or more years of HR Generalist experience is preferred.
SALARY: Commensurate with experience
CONTACT: Please review the complete job posting and apply online: https://careers.peopleclick.com/careerscp/client_general dynamics/external/jobDetails/jobDetail.html?jobPostId=174&localeCode=en-us
012089 (First Posted: 2/2/2018)
POSITION: Senior Compensation Analyst
EMPLOYER: Columbus McKinnon Corporation
LOCATION: Buffalo, NY
DUTIES: We are seeking a Senior Compensation Analyst to join our Corporate Human Resources team at world headquarters outside of Buffalo, NY. The Senior Compensation Analyst works independently as well as collaboratively with others to design, implement, support and administer compensation programs that support attraction and retention of top talent. These programs include base and variable pay structures, relocation, paid time-off programs, retirement benefits and deferred compensation arrangements. This position will be integral to some upcoming global projects and assists the benefits team as needed. Columbus McKinnon is a global, publicly traded company and a leading designer and manufacturer of material handling products and systems.
QUALIFICATIONS: Bachelor's Degree and 3+ years experience in a Compensation role. Public company experience preferred. Position is located in Buffalo, NY and a relocation stipend will be offered.
SALARY: $75,000 - $90,000
CONTACT: Apply online at: https://www.cmworks.com/viewjobs.aspx
Listed under Getzville, NY > Senior Compensation Analyst

LEGAL

012092 (First Posted: 2/9/2018)
POSITION: Litigation Paralegal (Washington, DC Office)
EMPLOYER: Outten & Golden LLP
LOCATION: Washington, D.C.
DUTIES: O&G has an opening for a litigation paralegal in our growing DC office to assist attorneys with individual and class action litigation on behalf of workers. Work days are from 10 am to 6 pm, four days per week and from noon to 8 pm one day per week. Overtime work may be required during periods of heavy workflow.

Job duties are, but not limited to, assisting in case investigation and development, conducting factual and legal research and interviews, information gathering and analysis; maintaining case files and document discovery databases; drafting, proofreading, and formatting routine correspondence and documents for filing in accordance with applicable rules; and performing other administrative tasks and providing assistance to attorneys and peers as may be assigned.
QUALIFICATIONS: Successful candidates will be highly organized, detail-oriented, and analytical, with excellent interpersonal skills, writing and proofreading skills, and a commitment to promoting workers’ rights. Some law firm experience in litigation (2-3 years) and/or experience in the, non-profit, policy, or business sectors is preferred. State/federal electronic filing experience is preferred.
SALARY: Commensurate with experience
CONTACT: Send a cover letter and resume to Michelle Leung, Paralegal Coordinator via email at ml@outtengolden.com; please indicate Paralegal's DC Office in the subject line. No phone calls please.

UNION

012084 (First Posted: 1/26/2018)
POSITION: Learning and Development Trainer
EMPLOYER: Actors' Equity Association
LOCATION: New York, NY
DUTIES: Designs and facilitates training programs, seminars and conferences. Works in conjunction with National HR Director, National Director of IT, and other business associates to gain knowledge of learning gaps and to better understand the needs of the staff. Engage individuals within the organization to clearly understand changes in policies, procedures, regulations, business initiatives and technologies to ensure training is fresh and in alignment with the strategic organizational goals.
QUALIFICATIONS: A minimum of three years training experience including facilitation and content development. Ability to work independently as well as collaboratively. Excellent project management skills. Strong background in training and developing others. Proficient in use of MS Office (Excel, Word and PowerPoint). Proficient in the use of CRM. Familiar with learning management system administration. Outstanding verbal, written, and presentation skills required
SALARY: Commensurate with experience
012086 (First Posted: 2/2/2018)
POSITION: Labor Management Consultant III
EMPLOYER: 1199SEIU Family of Funds
LOCATION: Buffalo, NY
DUTIES: We are currently seeking an experienced Labor Management Consultant III for our Regional Programs department. Lead consultant supporting labor management in large/complex health care delivery systems, at executive level and leading work together to identify joint strategy and achieve mutual goals (including delivery system redesign, workforce planning, design and coordination of training, education and workforce redeployment, enhanced quality care, increased capacity to carry out joint work) by utilizing workforce development strategic planning skills, facilitation, consultation, process improvement, and coaching among other intervention methods
QUALIFICATIONS: Masters Degree in Labor Relations, Organizational Development, Healthcare or equivalent years of experience required
Minimum ten (10) years training, consulting or adult education or other related experience in a labor-management environment required; to include 5 to 10 years in a leadership capacity, coaching and mentoring colleagues/ leaders.
SALARY: $83,000
CONTACT: For consideration and to apply, please visit us at http://chm.tbe.taleo.net/chm03/ats/careers/requisition.jsp?org=NBF1199&cws=1&rid=7058. Please mention you saw this ad in Cornell University. We are an Equal Opportunity Employer.

EDUCATION

012082 (First Posted: 1/26/2018)
POSITION: Associate, HR Operations & Initiatives
EMPLOYER: The College Board
LOCATION: New York, NY
DUTIES: The Associate, HR Operations & Initiatives, reporting to and working closely with the Vice President, Human Resources is responsible for tracking, supporting, and facilitating Human Resource initiatives to successful completion. The Associate Director will build relationships, interact, and work closely with a broad set of employees from the College Board. She/he will represent the VP on a regular basis to others in the organization and is a proactive problem-solver and facilitator, using solid judgment and discretion at all times. The Associate Director will assist members of the HR team in day-to-day activities during peak periods of activity. This position keeps the lines of communication open ensuring that the VP is well informed and prepared for meetings, events, and other activities
QUALIFICATIONS: Minimum of 4+ years of related work experience that requires project management skills, keen organizational skills, Human Resource management, analytical skills and superior communications skills
SALARY: Commensurate with experience
CONTACT: Please submit a resume and an introductory cover letter explaining your interest in joining the College Board’s HR team at www.collegeboard.org/careers

012088 (First Posted: 2/2/2018)
POSITION: Director, HR Strategy & Initiatives
EMPLOYER: Success Academy Charter Schools
LOCATION: New York, NY
DUTIES: The Director, HR Strategy & Initiatives will report to and act as the right-hand person to the Chief Leadership and Human Resources Officer (CLHRO) and be responsible for providing thought partnership, ownership of projects, and generally support the responsibilities of the CLHRO. The Director, HR Strategy & Initiatives will provide project support and own high priority initiatives across the HR function with the primary goal of establishing and managing best practices within the Human Resources function while simultaneously ensuring there are metrics in place to measure and track progress. This is not an execution role; it is highly strategic and dynamic and will be expected to help the CLHRO set the strategic vision to support the growth of Success Academy Charter Schools.
QUALIFICATIONS: The ideal candidate is a strategic, innovative HR professional with HR Business Partner experience at a fast-paced organization with best practices in combination with HR consulting experience. S/he should display strong project management skills, a record of proactively identifying and solving issues, a record of strategic and creative innovative thinking and experience with metrics-based analysis.
SALARY: $165-180k
CONTACT: If interested, please contact Julia Knowlton, Managing Director at Miller Black Associates, who is leading this search - julia@millerblackllc.com.
012091  (First Posted: 2/9/2018)
POSITION: Executive Director, Human Resources
EMPLOYER: Cornell SC Johnson College of Business
LOCATION: Ithaca, NY
DUTIES: The inaugural EDHR is responsible for advising the Associate Dean and members of the leadership team on complex issues related to the further development, enhancements and integration efforts across the College's three schools, integrated in 2016: the School of Hotel Administration, the Charles H. Dyson School of Applied Economics and Management, and the Samuel Curtis Johnson Graduate School of Management; the Statler Hotel; between the two campuses (Ithaca and NYC). Through demonstrated deployment of "best practices" and a highly collaborative and team-building approach, the EDHR will provide leadership for the College's professional and leadership development, career development, performance management, and organization design and wellness programs.
QUALIFICATIONS: The successful candidate will have 7+ years of professional experience with a significant track record as a strategic HR leader with knowledge of the following HR functional areas: recruitment and retention; onboarding and professional development; employee and labor relations; benefits and compensation; performance assessment; and HR technology. The EDHR will be a technology savvy systems thinker who can align resources, people and systems, streamline processes, and work collaboratively.
SALARY: Commensurate with experience
CONTACT: The College has engaged Koya Leadership Partners to help in this search. Please submit applications to Amy Sugin and Shavon Bell at https://koyapartners.com/search/executive-director-human-resources/

012085  (First Posted: 2/2/2018)
POSITION: Statewide Organizer
EMPLOYER: Indivisible
LOCATION: Various States
DUTIES: Develop key relationships with community leaders, local influencers, partnered organizations and coalitions. Delegate and manage volunteer base in tactical skills, tools utilization and capacity building. Debrief and reflect; engage in critical analysis to provide quantitative and qualitative field reports to Senior Organizing Manager. Influence partnerships and local coalition building. Responsible for facilitating and planning trainings throughout the State as assigned. Identify, recruit and activate potential volunteers and members to join organizational efforts. Meet or exceed assigned voter contact goals in pursuit of larger programmatic objectives. Report, track and record real time data.
QUALIFICATIONS: 2-3 years/cycles of experience in electoral organizing including experience in state or political organizing/campaigns. Experience in volunteer management and training in both electoral and advocacy campaigns. Experience managing multiple projects and coordinating with outside stakeholders. Excellent written and verbal communication skills. Experience with Google Suite. Willingness to travel across state for regional visits.
SALARY: $48,000
CONTACT: Visit https://jobs.lever.co/indivisible?team=Organizing

012090  (First Posted: 2/2/2018)
POSITION: Mediator
EMPLOYER: Federal Mediation and Conciliation Service
LOCATION: Minneapolis, MN
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: $93,302 to $121,294
CONTACT: To apply, visit the following website https://www.usajobs.gov/GetJob/ViewDetails/489678400 and follow instructions listed there.