

Regional Human Resources Manager (Carolinas Region)

The Regional Human Resources Manager supports the branches in the region and is responsible for managing all phases of Human Resources activity with focuses in the areas of Business Integration, Recruiting, Training, Benefits, Organizational & Development, Regulatory Compliance, Compensation and Employee Relations. Through matrix management, the manager works with regional leadership in developing, tracking and assessing performance data in order to enhance each business function within the region.

Essential Duties and Responsibilities:

The essential duties and responsibilities are listed below. Other duties may be assigned.

- Develops and implements positive employee relations Training programs to all levels of management in region.
- Develops a clear understanding of the philosophies by which the company operates, the short- and long-term goals of the region and the financial position of the region.
- Takes a lead position on signing up and orientating new acquisitions to the organization nationwide. This includes preparation, on-site meetings and follow-up to ensure a smooth and positive experience.
- Develops, maintains and reports an accurate list of current vacancies and future personnel needs for the region.
- Assists the branches in providing a steady stream of candidates to meet all personnel needs. Measures and reports source and outcome of all candidates to monitor effectiveness of methods. Maintains candidate information centrally for the region.
- Monitors turnover by branch, recommends methods to reduce turnover.
- Champions basic skill training including new hire orientations at each location. Measures and reports on skills training region-wide through representatives at each branch.
- Ensures that all employee relations information and programs are communicated to all employees.
- Prepare budget preparation in regards to training, recruiting and employee relations.
- Oversee all compliance issues in the region including those involving INS, EEOC, Department of Labor and others. Includes investigating all employee claims arising from related policies.

Qualifications:

- Excellent knowledge of human resources, management skills, creative problem solving, conflict resolution, consulting and decision making skills.
- Solid analytical, financial skills with the ability to understand statistical inferences and metrics.
- Excellent communications skills, (written, verbal and presentation).
- Excellent interpersonal and organizational skills and abilities.
- PC knowledge and electronic data maintenance experience.
- Solid knowledge of applicable federal and state laws and regulations.
- Written and verbal Spanish language ability a plus.
- PHR or SPHR highly desirable.
- Excellent working knowledge of dealing with unions and positive employee relations campaigns.

Education and Experience:

In addition to the qualifications listed, successful candidates must possess a Bachelor's degree in Business, Human Resources or related area. Minimum of five years in progressively responsible human resource positions. Managerial knowledge of projects and or program components.

To apply please contact: svmresumes@yahoo.com

EOE/AA M/F/D/V