



Cornell University ILR School

ILR Alumni Bulletin
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CORPORATE

011778 (First Posted: 8/28/2015)

POSITION: HR Business Partner

EMPLOYER: Sutter Health - California Pacific Medical Center

LOCATION: San Francisco, CA

DUTIES: Sutter Health - CPMC is one of the largest private, not-for-profit, academic medical centers in California. Located in desirable San Francisco, home of the world champions SF Giants and SF 49ers. Great restaurants, culture, night life, outdoor activities and wine country! HR Business Partner works closely with senior operators to achieve people-related objectives for employee engagement, labor and employee relations, workforce planning and talent management. Provides advice and counsel to management regarding: effectiveness of staff, application of HR practices, policies and procedures, and administration and interpretation of collective bargaining agreements. Partners with Talent Management during succession planning, including coaching of management clients on individual development plans and on-boarding support for new managers.

QUALIFICATIONS: Bachelors degree in HR or Business required. Masters degree preferred. Healthcare or hospital experience strongly preferred. PHR/SPHR-CA is desired. Requires experience in advising/educating managers with respect to employee and labor relations and employment-related laws, preferably in California. Must have demonstrated expertise in conducting investigations and consulting with managers and employees regarding issues that arise through all stages of the employment relationship. Requires proven experience in delivering training. Demonstrated success in conflict resolution and risk assessment desired. Proven success building strategic partnerships, influencing stakeholders and achieving business results.

SALARY: Commensurate with experience.

CONTACT: Please apply online at <http://www.cpmc.org/> for Requisition Number 1516898. Mention referral source "ILR Bulletin."

011781 (First Posted: 9/11/2015)

POSITION: Vice President, Talent

EMPLOYER: Belden, Inc.

LOCATION: St. Louis, MO

DUTIES: The Vice President, Talent will drive the development and execution of the end-to-end talent lifecycle to include: employment brand management & talent attraction, recruiting, on-boarding, development, gap analysis/analytics, learning, and succession planning. He/she will lead a small direct staff and leverage the overall Belden HR Team to build and execute practical, results oriented talent strategies and plans that are acutely focused on business needs. This opportunity is high profile within the company and the successful candidate will partner closely with the SVP of Human Resources to create transformational talent practices that add measurable business value. Exposure to the CEO and the Executive Leadership Team will be commonplace in this critical position.

QUALIFICATIONS: Bachelors degree or advanced degree preferred. A minimum of 15 years HR and/or operational experience, with at least 5 years in talent management, performance management, change management, and development. Known for the effective design, development and execution of relevant, meaningful and impactful end-to-end talent management practices. Candidates must have: demonstrated experience in leading change around the strategic talent agenda; broad business and financial understanding; demonstrated experience leveraging data and analytics.

SALARY: Commensurate with experience.

CONTACT: To request a complete position description or to submit your resume, please contact our executive search firm: Michele Lyons, mlyons@rsrpartners.com or (213) 550-0931.

011783 (First Posted: 9/18/2015)

POSITION: Labor Relations Manager

EMPLOYER: Cummins Inc.

LOCATION: Indianapolis, IN

DUTIES: Manages ongoing contract administration, employee relations, and training in support of an organization's labor relations strategy. Manages the contract negotiations preparation process and participates in negotiations. Maintains a business partnership with the labor organization and company representatives. Manages the administration and implementation of the organization's labor relations programs, policies and procedures; manages conflicts and the grievance process, prepares for arbitration, and interprets labor contracts. Manages the investigation of unfair labor practices and other labor relations issues. Participates in the collective bargaining negotiation preparation process including terms and cost analysis; with legal counsel, participates in the collective bargaining process. Mediates workplace conflicts and prepares disciplinary actions, grievances and arbitration. Maintains an understanding of local and national employment legislation matters; understands where to find information sources on this topic and how to apply the information; coaches management on the latest employment legislation matters. Understands business strategies and initiatives, such as safety, security, and productivity, to act as a resource for management and line human resources regarding labor relations. Maintains a business partnership with both the labor organization and company representatives; anticipates labor issues and plans for solutions. Manages, coaches and mentors direct reports; assigns work according to availability, skills, and developmental needs; assesses performance and provides feedback to direct reports.

QUALIFICATIONS: Bachelor's Degree in Human Resources, Labor Relations, or related field required. A minimum of seven years with US Labor Relations required. Experience working within the manufacturing or auto industry is desired. Strong communication skills required, both written and verbal. Project Management experience is required. Experience with multiple collective bargaining agreements within the US and Canada is preferred. Strong understanding of US Labor Laws required.

SALARY: \$106K - \$120K

CONTACT: Please use link below to apply:

https://cummins.taleo.net/careersection/cmcareersection_external_professional/jobdetail.ftl?job=150003B4&lang=en&src=DS-13280.

011784 (First Posted: 9/18/2015)

POSITION: Digital Product Manager

EMPLOYER: Vega Factor

LOCATION: New York, NY

DUTIES: We are looking for people to play a hybrid product manager and consultant role. Although we are less than a year old, Vega Factor has a number of organizations that we already work with to build high performing cultures. Because of that, we have the luxury of creating a much higher impact product manager role. In most organizations, product managers have limited ability to co-design their solutions with their actual clients, especially in a business-to-business firm like Vega Factor. They tend to try to collect requirements through interviews and focus groups before the development process begins. In our model, our product managers work hand-in-hand with our clients in the design and implementation of our solutions. This results in a much richer, more impactful, and fulfilling approach.

QUALIFICATIONS: Experience in management consulting, especially conceptual problem solving (two to four years). Experience in technical product management (four years). Experience in the human capital processes and systems in large organizations (six years). Experience in the cutting edge of human psychology and business theory. This usually looks like someone with a graduate degree in psychology of behavioral science, but it could also look like a passionate practitioner. Must possess a deep love of learning.

SALARY: \$100K+

CONTACT: Please submit cover letter and resume at www.vegafactor.com/careers.

LEGAL

011780 (First Posted: 9/11/2015)

POSITION: Consumer and Civil Justice Counsel

EMPLOYER: Public Citizen

LOCATION: Washington, DC

DUTIES: The Consumer and Civil Justice Counsel will coordinate Congress Watch's administrative and legislative advocacy on consumer and civil justice issues while assisting the development and execution of associated public education and outreach. The work will focus on protecting the right of victims of corporate violence and wrongdoing to seek redress in court, including through class action; promoting a strong, fair, and accessible justice system; ensuring safe consumer products; and encouraging the government to serve the public interest.

QUALIFICATIONS: Law degree required. Five to ten years experience. We seek someone with expertise on as many civil justice issues as possible, including federal preemption of state law, binding mandatory arbitration, attorneys' fees, class action rules, tort reform, and tort and contract law, and knowledge of consumer law and administrative law. Strong initiative and the ability to learn new areas of law quickly can substitute for pre-existing expertise.

SALARY: Commensurate with experience.

CONTACT: Please send letter of interest, resume and writing sample to Susan Harley at sharley@citizen.org. Please no phone calls.

011782 (First Posted: 9/18/2015)

POSITION: Employment Law Associate

EMPLOYER: White Harris PLLC

LOCATION: New York, New York

DUTIES: The associate will be responsible for assisting partners in providing guidance to corporate clients on complying with federal, state and New York City employment laws, as well as defending employers before relevant administrative bodies and in state and federal courts, on a variety of employment law matters including discrimination, harassment, trade secrets and wage and hour issues.

QUALIFICATIONS: Boutique management side employment law firm is seeking a candidate with zero to three years of relevant experience. Candidates must have strong legal research and writing skills as well as a demonstrated interest in labor and employment law, as that is the firm's sole area of legal practice. Ideal candidates would also have judicial internship, clerkship, or journal experience and would have an understanding of the fundamentals of labor and employment law through law school coursework.

SALARY: Commensurate with experience.

CONTACT: Please email cover letter, resume, unofficial law school transcript and relevant writing sample to Evan White at ewhite@whiteharrislaw.com.

EDUCATION

011779 (First Posted: 8/28/2015)

POSITION: Research Data Analyst

EMPLOYER: UC Berkeley Labor Center

LOCATION: Berkeley, CA

DUTIES: Plans studies, including the design of survey instruments and determining the sampling and reporting procedures. Cleans and prepares data sets, primarily from government sources, for analysis, using Stata. Collaborates on the design, documentation, testing and implementation of research studies. Gathers and analyzes research data; prepares and summarizes information and/or recommendations. May be involved in researching, evaluating and selecting new data reporting products. Drafts and edits reports and/or analyses. Researches and summarizes academic and applied research.

QUALIFICATIONS: Bachelor's degree in related area and/or equivalent experience/training. Masters in related discipline preferred. Two-years of work experience conducting policy research. Demonstrated quantitative skills and experience in data/statistical analysis, including analyzing large government datasets. Strong Stata programming skills. Ability to take initiative and manage projects with minimal supervision. Skills to communicate complex information in a clear and concise manner both verbally and written.

SALARY: Commensurate with experience.

CONTACT: Please submit applications via:

https://hrw-vip-prod.is.berkeley.edu/psc/JOBSPROD/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_CE.GBL?Page=HRS_CE_JOB_DTL&Action=A&JobOpeningId=20376&SiteId=1&PostingSeq=1.

00000 (First Posted: 9/18/2015)

POSITION: Research and Policy Specialist

EMPLOYER: Center for the Study of Child Care Employment, University of California, Berkeley

LOCATION: Berkeley, CA

DUTIES: The Specialist in this position will contribute to, and lead aspects of the Center's national and cross-state research and policy projects. The Research and Policy Specialist will contribute to and lead aspects of the Center's research and policy projects. These projects encompass, but are not limited to, early childhood higher education systems; work environment of early childhood teachers including compensation and professional supports; teacher certification; workforce profiles (e.g., demographics, experience, education); and workforce data systems. The Research and Policy Specialist will serve as the principal investigator on grants, oversee large projects, and supervise GSRs and lower level staff. The Research and Policy Specialist will assist with methodological design, and collect and analyze original and extant data for multiple projects. The Research and Policy Specialist will apply research findings to complex policy issues, conduct policy analysis, and prepare written and oral presentations of findings and analysis, including manuscripts for peer review publication.

QUALIFICATIONS: Academic background and experience in research and/or policy related to the early care and education system with a focus on the workforce. A demonstrated record of publishing including serving as the lead author on documents/papers/policy briefs. Skills associated with qualitative and quantitative research, including research design and methodological selection, analyzing complex datasets, online survey design and implementation, conducting web-based searches, and interview techniques.

SALARY: Commensurate with experience

CONTACT: Full job description at <https://aprecruit.berkeley.edu/apply/JPF00725>.

NON-PROFIT/GOVERNMENT

000001 (First Posted: 9/18/2015)

POSITION: Manager of Labor Relations

EMPLOYER: Crouse Hospital

LOCATION: Syracuse, NY

DUTIES: The Manager of Labor Relations and Benefits plans, coordinates, implements and evaluates all labor relations programs for the organization. In addition, this role provides leadership for the employee and labor relations for all non-union and bargaining unit employees, grievance and discipline administration, contract administration and participates in contract negotiations.

QUALIFICATIONS: Minimum of five years of Human Resources experience, with three or more years in labor relations. Must have previous leadership and managerial experience to include supervision of staff. Previous experience in a Healthcare setting preferred. Working knowledge of MS office. Proficient knowledge of Federal and New York State Employment law, FMLA, ADA, and Human Rights policies and protocols. Knowledge of Continuous Quality Improvement (CQI) and Total Quality Management (TQM). Strong public speaking and negotiating skills.

SALARY: Commensurate with experience.

CONTACT: Please apply online at: https://www.healthcaresource.com/crouse/index.cfm?fuseaction=search.jobDetails&template=dsp_job_details.cfm&cJobId=101597&source=Indeed.com