



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011800 (First Posted: 10/09/2015)

POSITION: Human Capital Management - Talent Development Team - Sr. Associate/Jr. Vice President

EMPLOYER: Goldman, Sachs & Co.

LOCATION: New York, NY

DUTIES: Emphasize a person by person approach to talent development. Advise senior leadership and key global stakeholders on the approach, design and implementation of our talent development strategy. Foster an environment where diverse employees consistently experience the firm in a positive way. Increase the accountability and foster the development of managers across the firm. Align our talent development strategy to our people analytics review of the diverse pipeline. Performance reviews and promotions. Succession planning, including senior talent identification and development. Surveys, including our biennial firmwide employee engagement survey.

QUALIFICATIONS: Outstanding project management skills- project and resource planning, key dependency identification, proactive thinking, risk mitigation, etc. Experience in change management. Excellent analytical skills- experience with Excel and ability to organize and analyze large datasets, detect and correct errors, and interpret and report results to various audiences. Demonstrated intellectual curiosity and a particular interest in talent development/diversity initiatives.

SALARY: Commensurate with experience.

CONTACT: <http://www2.goldmansachs.com/a/data/jobs/37919.html>.

011804 (First Posted: 10/23/2015)

POSITION: Head of US Talent Acquisition

EMPLOYER: GlobalFoundries

LOCATION: Malta, NY

DUTIES: The Senior Manager, Talent Acquisition/Staffing is responsible for creating and deploying talent acquisition strategies to strengthen the organization's capabilities and ensure it has the talent to meet current and future business needs. The role will focus on establishing talent acquisition programs that positively strengthen the organization's capabilities in attracting, assessing, selecting and on-boarding "best in class talent." This position will actively manage the relationship to ensure client satisfaction through evaluating the current use of talent acquisition processes and tools; analyze metrics and qualitative data to monitor performance and compliance. The position partners closely with regional business leaders and HR leadership teams.

QUALIFICATIONS: Bachelors degree in human resources, business, engineering, or related field. At least ten years of progressive human resources leadership experience. At least ten years staffing/ recruiting experience in a technical or engineering business.

SALARY: \$135K (negotiable)

CONTACT: Contact Jim Robertson. jim.robertson@globalfoundries.com TEL: 518 305 7590.

011805 (First Posted: 10/23/2015)

POSITION: Associate Director, Internal Communications

EMPLOYER: Jet.com

LOCATION: Hoboken, NJ

DUTIES: Coordinate closely with Director, Talent Experience, the Management team, and Head of Strategic Planning to build an internal communications platform that allows for timely access to company-wide information for all Jet employees across locations. Employ communications tactics that help strengthen the connection between the corporate office, member services, and our fulfillment centers. Identify a variety of communication mediums that will help with consistency of messaging and increased awareness / transparency - including but not limited to weekly department updates/lunch-n-learns, all hands meetings, newsletters, employee app/intranet, blogs, directories, etc. Work closely with marketing and employer branding to ensure that messaging is on-brand.

QUALIFICATIONS: Bachelors degree, Masters preferred. Seven to eight years of relative Talent Operations experience.

SALARY: Commensurate with experience.

CONTACT: Please apply on our career's page: https://jet.com/about-us/working-at-jet/jobs?gh_jid=67094.

011806 (First Posted: 10/23/2015)

POSITION: Director, Talent Operations (Generalist)

EMPLOYER: Jet.com

LOCATION: Hoboken, NJ

DUTIES: This opportunity requires both the ability to operate at a strategic level with senior executives and a tactical and execution oriented level on a day-to-day basis. The successful candidate will be highly analytical and strategic and have a proven ability to collaborate within and outside of the human resources group to drive for continuous improvement and execution and thrive in a fast-paced and rapidly evolving environment. Demonstrated ability to lead a team to build and manage a Human Resources function that is scalable to support our growth and the strategic direction of our business. Responsibilities will be in functional areas, including employee relations, training and development, benefits, compensation, organizational development, talent management, and HR processes.

QUALIFICATIONS: Bachelors Degree in Human Resources, Labor Relations or any related discipline. Masters degree preferred. At least 8 years of related experience. Preferably with performance management, talent assessment, promotions, development and career planning, succession planning, organization design, and project management. Demonstrated experience and success in helping business partners align human resources planning and business strategy. Experience in design and maintenance of a talent management system.

SALARY: Commensurate with experience.

CONTACT: Apply through our careers page at: https://jet.com/about-us/working-at-jet/jobs?gh_jid=75927.

011808 (First Posted: 10/19/2015)

POSITION: Senior Associate, HR Programs/Communications

EMPLOYER: KPMG

LOCATION: New York, NY

DUTIES: Manage and analyze specific regional Employer of Choice programs. Create and maintain databases to capture key information related to firm initiatives. Manage or coordinate Human Resource programs and projects. Review and edit office communications. Support organizational effectiveness initiatives.

QUALIFICATIONS: Five years of experience in a similar role within Human Resource or Communication. Bachelor's degree from an accrediting college/university or equivalent work experience. Proficient in Microsoft Office Suite including a Human Resource Management system. Experience with employer of choice and employee engagement initiatives such as employee surveys, recognition programs and diversity/inclusion including analysis and reporting. Demonstrated success in analyzing varied data from multiple sources to assess impact of plans and programs. Strong project management and communication skills.

SALARY: Commensurate with experience.

CONTACT: <http://us-jobs.kpmg.com/jobs/descriptions/senior-associate-hr-programscommunications-new-york-new-york-job-1-5789630>. No phone calls or agencies please.

011812 (First Posted: 10/30/2015)

POSITION: Human Resources Business Partner

EMPLOYER: Marsh

LOCATION: New York, NY

DUTIES: Primary duties include HR consulting, organizational development, talent management and employee relations. Please see online posting for full description.

QUALIFICATIONS: Bachelors degree; Masters in Business Administration or Masters of Arts in Human Resources preferred. Minimum of seven to ten years of progressive HR experience; experience in a matrix organization. Ability to demonstrate strong analytical, change management, project management skills. Ability to maintain professional demeanor under pressure and effectively work with employees at all levels while maintaining a keen sense of urgency and commitment to providing exceptional service; responsive and adaptable.

SALARY: Commensurate with experience.

CONTACT: View full posting and apply online at: <https://mmc.taleo.net/careersection/2/jobdetail.ftl?job=NEW006QT&lang=en>. Requisition Code: NEW006QT.

011813 (First Posted: 10/30/2015)

POSITION: Director, Global Labor & Employee Relations

EMPLOYER: Johnson & Johnson

LOCATION: New Brunswick, NJ

DUTIES: The Director, Global Labor & Employee Relations is responsible for Labor and Employee Relations across J&J. They are accountable for effective and compliant strategies for a civil, fair, and ethical working environment for J&J's workforce that maintains a collaborative and productive workplace. They are responsible for oversight of Labor Agreements, establishing J&J standards for relationships with Labor Relations representative groups (e.g., Labor Unions, Workers Councils) and defining the tone and approach for bargaining and ensuring measures are in place for compliance with contracts. They are accountable for oversight and management of programs, policies, procedures and employment practices that are compliant with local laws and regulations.

QUALIFICATIONS: A bachelors degree in any specialization is required. A degree in HR, OD, Organizational Psychology, Business, pre-law or related discipline is preferred. A Law degree or advanced graduate level degree (e.g. Masters in Business Administration or Masters of Industrial and Labor Relations) is preferred; discipline in employment and/or labor law, or related discipline is preferred. At least twelve years of related experience is required. At least ten years progressive employee and labor relations is required. Global leadership experience is required.

SALARY: Commensurate with experience.

CONTACT: Apply Here: <http://www.Click2Apply.net/g6v293d5rg>.

LEGAL

011811 (First Posted: 10/30/2015)

POSITION: Labor Relations Attorney

EMPLOYER: The Walt Disney Company

LOCATION: Burbank, CA

DUTIES: Disney ABC/Television Group is seeking an experienced labor relations executive to join its Labor Relations Department. Primary responsibilities will include negotiating and administering collective bargaining agreements covering television production in the United States and Canada, providing advice to production and distribution units, representing the company in meetings at the Alliance of Motion Picture and Television Producers, on industry boards and trust funds and handling of grievances, arbitrations and administrative agency matters.

QUALIFICATIONS: Licensed Attorney in the State of California or Registered in-House Counsel. At least five years in the field of labor law / labor relations. Ability to work in a multi-tasking, fast-paced environment. Strong written and verbal communication skills. Demonstrated problem solving and decision making skills. Team and collaboration oriented. Ability to work independently, yet seek guidance when appropriate. Ability to influence and partner within a diverse organization.

SALARY: Commensurate with experience.

CONTACT: To view the full job description and apply online, please visit Disney Careers, or use this link: <http://bit.ly/1W4y6Np>.

UNION

011801 (First Posted: 10/16/2015)

POSITION: Field Representative

EMPLOYER: NYS Public Employees Federation

LOCATION: Binghamton, NY

DUTIES: The Field Representative monitors and enforces the contract, linking members, division leaders, and stewards, and PEF departments. He/she will resolve members' problems using the contract, state and federal laws, and union organizing principles, and will prepare and present improper practice cases before PERB. He/she conducts training for stewards and union activists.

QUALIFICATIONS: The successful candidate will have experience in grievance processing, arbitration proceedings, labor relations, knowledge of Civil Service Law, and of State operations. Must have excellent communications skills and be highly organized. College degree in labor relations or related field is preferred.

SALARY: \$56, 633 plus monthly transportation allowance of \$530/month

CONTACT: Send letter of application and resume to: Office of Human Resources, NYS Public Employees Federation, 1168 -70 Troy-Schenectady Road, PO Box 12414, Albany, NY 12212-2414. Email: HR@PEF.org.

EDUCATION

011802 (First Posted: 10/16/2015)

POSITION: Human Resources Generalist

EMPLOYER: New York University - Leonard N. Stern School of Business

LOCATION: New York, NY

DUTIES: NYU's prestigious Leonard N. Stern School of Business has an exciting opportunity available to join a very engaged and collaborative team of HR professionals as a Human Resources Generalist. The responsibilities of this role include providing the full range of Human Resources services to employees of the Stern School. Incumbent will handle recruiting, compensation, on-boarding, executive reporting and analysis and assist more senior members of the team with other related activities and processes.

QUALIFICATIONS: Minimum requirements include a Bachelors degree, 3 years of relevant experience or an equivalent combination and excellent interpersonal, assessment, prioritization and project management skills. Successful candidate will possess sound judgment, a high level of professionalism and discretion, the ability to multi-task and problem solve.

SALARY: Commensurate with experience.

CONTACT: For more information about working at NYU and to apply for this position online (20098639), please visit our web site at: www.nyucareers.com. We accept online applications only.

011803 (First Posted: 10/23/2015)

POSITION: Executive Director- Hillel at the University of Washington

EMPLOYER: Hillel Foundation

LOCATION: Seattle, WA

DUTIES: Hillel at the University of Washington is a standout university Hillel with a strong campus program as well as Jconnect, an award-winning program for young Jewish adults (ages 21-35). We are seeking a dynamic, people-focused Executive Director to lead and build a team, establish and maintain relationships with everyone on campus from incoming freshmen to the president of the university, as well as cultivate donors, engage young adults, and work with community leaders from a broad spectrum of organizations. Hillel UW boasts a staff of 10, plus an innovative student intern program. We are fortunate to have our own large, modern building on campus, but we are as likely to meet students and Jconnectors in a pub, food bank or hiking trail as in our building.

QUALIFICATIONS: At least six years of professional work experience, at least three years in a senior management position with demonstrated leadership ability and responsibilities covering human resources, budget planning, and financial operations. Strong administrative skills and knowledge of basic finance are preferred. Past roles working in a Jewish organization are a plus, as are strategic planning, development/fundraising or other types of work where you manage multiple stakeholders.

SALARY: Commensurate with experience.

CONTACT: Apply online at: http://hillel.silkroad.com/epostings/submit.cfm?fuseaction=app.dspjob&jobid=291840&company_id=15725&jobboardid=1657.

011809 (First Posted: 10/19/2015)

POSITION: Labor Relations Specialist

EMPLOYER: Cayuga-Onondaga BOCES

LOCATION: Auburn, NY

DUTIES: The Labor Relations Specialist is responsible for all aspects of collective negotiations and labor relations in multiple school districts, including serving as chief spokesperson, and representation in grievances, arbitrations and administrative hearings.

QUALIFICATIONS: Graduation from a New York State registered or regionally accredited four-year college or university with a Masters Degree in Labor Relations, Public Administration, Business Administration, Business Management, Education Administration, or related field AND two years of experience in collective negotiations, mediation, grievance administration and arbitration; OR Graduation from a regionally accredited or New York State registered college or university with a Bachelors Degree in one of the foregoing degree areas AND four years of experience; OR admission to New York Bar and one year of experience or equivalent; OR NYS Certification as a School District Administrator or equivalent AND three years of experience in school administration.

SALARY: \$72.5K - \$95K

CONTACT: Application letter, resume and references will be accepted through November 9, 2015, and may be e-mailed to: lrapplications@caybores.ocg.