



## Cornell University ILR School

ILR Alumni Bulletin  
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### CORPORATE

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](mailto: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](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](https://jet.com/about-us/working-at-jet/jobs?gh_jid=75927).

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?](https://mmc.taleo.net/careersection/2/jobdetail.ftl?job=NEW006QT&lang=en)

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>.

011817 (First Posted: 11/13/2015)

POSITION: Manager, Human Resources

EMPLOYER: CROWN Cork & Seal USA, Inc.

LOCATION: Binghamton, NY

DUTIES: This position will present a unique opportunity for an HR/IR Professional to manage the start-up of a greenfield manufacturing location. This will include managing all recruiting, training, new hire orientation, benefits communication and workforce management associated with the building of this new plant. This role will be a key member of the management team and work closely with both the Business Executive Team and Corporate Human Resources Team to accomplish this project. This position along with the rest of the management team will be tasked to create a collaborative work environment and a high performance work team.

QUALIFICATIONS: Bachelors or Masters level degree in Human Resources or Industrial Relations. The ideal candidate should have at least five to seven years of experience in a manufacturing setting, ideally in a high-speed production environment. Experience with recruiting strategies ranging from the traditional to non-traditional methods of sourcing candidates is essential as well as the ability to assess training needs, deliver training, and managing training programs.

SALARY: \$70K - \$85K

CONTACT: Interested candidates can forward their resumes/CVs to [fleh@crowncork.com](mailto:fleh@crowncork.com).

LEGAL
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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
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011818 (First Posted: 11/13/2015)

POSITION: Temporary Field Representative

EMPLOYER: NYS Public Employees Federation

LOCATION: Utica, 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. Services required immediately and expected to last until April 2016.

QUALIFICATIONS: The successful candidate will have experience in collective bargaining as the lead negotiator or chair of the negotiating team as well as background in grievance processing, arbitration proceedings, labor relations, knowledge of Civil Service Law, and of State operations. Must have excellent communication skills and be highly organized. College degree in labor relations or related field is preferred.

SALARY: \$56,633 + \$530/month transportation allowance. This position is covered by a collective bargaining agreement.

CONTACT: Send letter of application and resume to:

Human Resources NYS Public Employees Federation: 1168-70 Troy-Schenectady Road  
PO Box 12414, Albany, NY 12212-2414. Email: [HR@PEF.org](mailto:HR@PEF.org).

EDUCATION
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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](http://hillel.silkroad.com/epostings/submit.cfm?fuseaction=app.dspjob&jobid=291840&company_id=15725&jobboardid=1657).

011819 (First Posted: 11/13/2015)

POSITION: Senior/Extension Associate

EMPLOYER: The Worker Institute at The ILR School, Cornell University

LOCATION: New York, NY

DUTIES: Provide a range of training, content development and programming primarily in the area of labor-based education programs. Manage and further develop key parts of the Worker Institute's labor education and training programs. Current programs for which we are seeking leadership include: Union Communication Services, Managing with Labor's Values, Customized Labor Trainings, and WI Open Enrollment/Public Programs. This position is a non-tenure track academic term position with up to a three-year initial appointment. Duties may include combinations of the following: Co-leading the integration and future direction of Union Communication Services and at the same time, ensuring UCS operates efficiently and at a profit; Managing and expanding the Managing with Labor's Values program; Responding to requests for customized training from unions and other labor organizations and designing, teaching and selecting others to provide such training. Participating in and helping to strengthen and expand the Worker Institute's public programming, including public workshops on union skills; Contributing to Worker Institute leadership programs such as the Union Leadership Institute (ULI); Facilitating visits for ILR students to unionized worksites and union offices; Advising students about careers in the labor movement; Assisting in programs to involve ILR alumni and graduates of Worker Institute programs; Contributing to team efforts to develop and strengthen the Worker Institute; Marketing and promoting programs.

QUALIFICATIONS: Masters degree or higher. Extensive experience and success working in the labor movement including managing union staff and large projects and campaigns, collective bargaining, contract administration, organizing and other areas of union work. Demonstrated ability to design and deliver training using participatory adult education methods. Demonstrated experience in leading teams and mentoring, coaching, and supervising teaching personnel: three to five years preferred. Experience communicating with union leaders, staff, stewards and members through publications and other media. The ability to work within a team of colleagues and contribute to building the Worker Institute. Experience marketing and promoting programs.

SALARY: Commensurate with experience.

CONTACT: Interested parties should apply on-line at <http://www.ohr.cornell.edu/jobs>, referencing posting number 30060 by submitting a vita and letter of application describing qualifications and teaching experience. More information about the Worker Institute at Cornell can be obtained at our website, <https://www.ilr.cornell.edu/worker-institute>.

NON-PROFIT/GOVERNMENT
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011815 (First Posted: 11/13/2015)

POSITION: Labor Relations Consultant

EMPLOYER: Washington Metropolitan Transit Authority

LOCATION: Washington, DC

DUTIES: The Labor Relations Consultant executes labor relations strategy in the field at the direction of the Labor Relations Director working with significant independent judgment toward established goals. The incumbent will provide support to the Senior Labor Relations Officers and the labor function generally in the areas of contract administration, positive labor/employee relations and contract negotiation. The incumbent is the first point of contact for management and union representatives regarding all issues related to the collective bargaining agreement and collective bargaining relations at the field level.

QUALIFICATIONS: Graduation from an accredited college or university with a Bachelors degree in Industrial and Labor Relations, Human Resources, Economics or a related field. At least four years of experience performing advanced professional labor relations and/or employee relations work. Masters degree preferred. A JD with a demonstrated interest in labor relations, litigation, or other related area may be substituted for four years of experience.

SALARY: Commensurate with experience.

CONTACT: Please visit our website and search for the Senior Labor Relations Officer (SLRO) and apply: <http://www.wmata.com/careers>.

011816 (First Posted: 11/13/2015)

POSITION: Senior Labor Relations Officer

EMPLOYER: Washington Metropolitan Transit Authority

LOCATION: Washington, DC

DUTIES: This is highly responsible technical labor relations/labor negotiations work of a complex nature. Incumbent in this class is representing the Authority's interest in labor negotiations, grievance administration, contract administration, special projects and binding arbitration. Specific responsibilities may include preparation of management proposals for contract negotiations, development of negotiating strategies, administration and interpretation of labor agreements, and serving as advocate in arbitration proceedings. Participates as a member of key organizational committees, including Reduction in Force (RIF), ADA Accommodation, Religious Accommodation Committee, and Joint Labor/Management Committees.

QUALIFICATIONS: Graduation from an accredited college or university with a Bachelors Degree in Labor Relations, Economics, Business Administration or related field. Seven years of progressively responsible technical, administrative and analytical experience in labor relations to include grievance and arbitration matters, negotiations and the administration of negotiated labor agreements.

SALARY: Commensurate with experience.

CONTACT: Please visit our website and search for the Senior Labor Relations Officer (SLRO) and apply: <http://www.wmata.com/careers>.