



## Cornell University ILR School

ILR Alumni Bulletin  
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### CORPORATE

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).

011820 (First Posted: 11/20/2015)

POSITION: Industrial/Organizational Psychologist

EMPLOYER: Monster Government Solutions

LOCATION: McLean, VA

DUTIES: Analyze customer requirements and design/execute customized human capital solutions. Define and manage the resources required to complete consulting engagements. Conduct HR systems analysis, stakeholder analysis, and process mapping. Develop and validate competency models in support of multiple human capital initiatives. Develop and validate applicant and employee assessments in support of multiple human capital initiatives. Facilitate Subject Matter Expert panels for job analysis and assessment tool development in a technology-based, solutions environment. Perform item analysis to evaluate the effectiveness of assessment and selection tools. Identify workforce competency gaps and conduct action planning to drive gap closure.

QUALIFICATIONS: Masters or doctoral degree in Organizational Psychology or a related discipline from an accredited university. At least three to five years of experience in an internal or external role involving the management of human capital consulting projects. Experience with competency modeling and assessment tool development/validation for various purposes, including selection and workforce planning. Experience providing change management support to ensure end user adoption.

SALARY: Commensurate with experience.

CONTACT: For a complete job description and to apply, please see our ad on the Handshake system: <https://cornell.joinhandshake.com/jobs/238470>. Alternatively: <https://monsterhires.mua.hrdepartment.com/hr/ats/Posting/view/19228>.

011821 (First Posted: 11/20/2015)

POSITION: Senior Labor Relations Manager

EMPLOYER: Electric Boat

LOCATION: Groton, CT

DUTIES: This position will report directly to the Vice President of Human Resources and Administration and will be responsible for managing multiple human resource functions. The position's primary responsibilities include management of the Labor Relation's functions with Electric Boat's over 4,000 union represented employees, human resource oversight at Electric Boat's Site facilities (in Hawaii, Georgia, Washington, Virginia, and Washington D.C.), administration of Extended Work Assignments, and responsibility for the hourly wage administration function. The successful candidate will provide functional expertise and Human Resources counsel to all levels of management, from Senior Leadership to first line Supervision, on a variety of issues impacting the business.

QUALIFICATIONS: Bachelors Degree in Human Resources, Employee & Labor Relations, Business Administration, or related field with at least five years expertise in Labor Relations required; OR ten years equivalent Labor Relations experience required. Demonstrated problem solving skills and the ability to proactively develop resolutions to complex business and employee situations required. Strong verbal and written communication, negotiation and influencing skills required.

SALARY: Commensurate with experience.

CONTACT: <http://www.gdeb.com/careers/>. JobID #2015-7968.

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 for this position are 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).

011823 (First Posted: 11/27/2015)

POSITION: Assistant Executive Director

EMPLOYER: Directors Guild of America

LOCATION: New York, NY

DUTIES: The Assistant Executive Director is responsible for administering the film and television agreements and representing assistant directors and production managers in the eastern region.

QUALIFICATIONS: Qualified candidates will be a skilled labor professional with at least five to seven years of experience. Commitment to collective bargaining and union representation required. Experience in entertainment industry preferred.

SALARY: Commensurate with experience.

CONTACT: Please send resume and salary requirements to [jobs@dga.org](mailto:jobs@dga.org) with the subject matter "Assistant Executive Director NY."

011824 (First Posted: 11/27/2015)

POSITION: Temporary Field Representative

EMPLOYER: NYS Public Employees Federation

LOCATION: New York, NY

DUTIES: The Field Representative monitors and enforces the contract, linking members, division leaders, 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 for this position are required immediately, and expected to last until July 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, plus downstate staff adjustment of \$3,774, with a monthly transportation allowance of \$559/month and excellent employer paid benefits. This position is covered by a collective bargaining agreement.

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](mailto:HR@PEF.org).

011826 (First Posted: 11/27/2015)

POSITION: Labor Relations Manager

EMPLOYER: United Contractors

LOCATION: San Ramon, CA

DUTIES: Assist in developing policy, negotiate contracts, resolve disputes and add to the leadership team of a cutting edge union-affiliated contractors association who represents the interests of over 500 companies in the infrastructure construction industry. Work with the Director of Labor Relations with a plan to become the successor. Key roles include labor relations advocacy, contract interpretation, dispute resolution, case prep and consultation services to our member firms and their labor relations/human resource departments. Success in this position will be the ability to rapidly build a relationship network among member leaders, negotiating teams, labor leaders and internal staff. Be part of the management team and involved in most key decisions organization-wide.

QUALIFICATIONS: At least three to five years labor relations experience including contract negotiations, grievance/dispute resolution and/or similar. Bachelors or Masters Degree in a related field preferred. Understands labor-management and related issues. Knowledge of construction industry a plus. Valid California driver's license, current DMV printout and proof of insurance.

SALARY: Commensurate with experience.

CONTACT: If you are interested in applying, please send your cover letter and resume directly to Mark Breslin at [mbreslin@unitedcontractors.org](mailto:mbreslin@unitedcontractors.org). No calls or recruiters. Due to a large volume of resumes anticipated, we are unable to acknowledge receipt of all applications. Candidates who meet specific qualifications will be contacted during the course of this search. For more information: <http://www.unitedcontractors.org/about-us/careers-at-ucon>.

EDUCATION
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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>.

011822 (First Posted: 11/20/2015)

POSITION: Associate Director, Labor and Employee Relations

EMPLOYER: Lincoln Center for the Performing Arts

LOCATION: New York, NY

DUTIES: Manage all aspects of labor relations with union-represented personnel, including negotiation and administration of 15+ collective bargaining agreements covering 300+ union-represented employees. Serve as the chief negotiator in collective bargaining involving the majority of the organization's bargaining units. In certain negotiations, serves as "second chair" and primary resource for the chief negotiator. Manage confidential employee relations issues involving both represented and non-represented staff, including employment-related investigations, complaints and conflicts, performance management, disciplinary actions, etc. Please refer to Lincoln Center's employment page for a full description.

QUALIFICATIONS: At least seven years of progressively responsible labor relations and human resources experience, including at least five years negotiating and administering collective bargaining agreements. Experience with entertainment/performing arts unions is preferred. Demonstrated expertise with union/management collaboration, grievance processing and dispute resolution. Must be diplomatic and able to communicate effectively with all levels throughout the organization and with outside parties and entities.

SALARY: Commensurate with experience.

CONTACT: Please send a cover letter (including your salary requirements and interest in Lincoln Center) and resume to: [humanresources@lincolncenter.org](mailto:humanresources@lincolncenter.org)

011825 (First Posted: 11/27/2015)

POSITION: Principal Court Analyst

EMPLOYER: Sixth Judicial District Administrative Office

LOCATION: Binghamton, NY

DUTIES: With substantial independence from supervision, Principal Court Analysts work individually or as team leaders on projects that involve research and confidential analysis, planning, and other related work in one or more of the following areas: budget development and court finance; personnel administration; resource allocation; and court system management and administration. As team leaders, Principal Court Analysts supervise Senior Court Analysts, Court Analysts, and Junior Court Analysts assigned to a single study component of a large and complex project. This position will oversee all functions of the Human Resources Unit of the Sixth Judicial District Administrative Office including: KRONOS/time management; leave management; PeopleSoft; performance evaluations; canvassing civil service lists; training/orientation; maintaining and updating personnel files and training records; managing outreach and diversity efforts; and troubleshooting Human Resources issues.

QUALIFICATIONS: One year in the Senior Court Analyst title; or Bachelor's degree from accredited college or university and three years of relevant experience; or Master's degree in Public or Business Administration from an accredited college or university and two years of relevant experience; or an equivalent combination of education and experience.

SALARY: \$67,452

CONTACT: All interested persons meeting the minimum qualifications are encouraged to submit a UCS-5 Application for Employment form (obtainable from any administrative office in a court building or on the web at [www.nycourts.gov/careers/UCS5.pdf](http://www.nycourts.gov/careers/UCS5.pdf)) and a resume by email to [6jdeployment@nycourts.gov](mailto:6jdeployment@nycourts.gov) or mail to: Christine Roche, Human Resources, Sixth Judicial District Administrative Office, The Kilmer Building, 31 Lewis Street, 5th Floor, Binghamton, NY 13901. Applications must be postmarked or received by December 10, 2015.