



Cornell University ILR School

ILR Alumni Bulletin
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CORPORATE

011836 (First Posted: 12/18/2015)

POSITION: Sr. HR Business Partner - Global Products and Growth Teams

EMPLOYER: Uber

LOCATION: San Francisco, CA

DUTIES: Making People Managers and Leaders great! By far the most important element of this role is making our People Managers and Leaders great by providing great data and analytics, training, coaching, process execution and improvement, or simply being there when they need you. Partnering with Executives to plan organization design, development, and succession planning. Partnering with clients to roll out all key people processes (performance management, compensation, development programs, etc.). Driving a high-performing culture. Work with managers to aggressively assess performance; coach good performers to become great; and when necessary, address low performers.

QUALIFICATIONS: Bachelors degree. A minimum of twelve to fifteen years of relevant HR experience, including experience in high-tech, internet, or the sharing economy, with at least five to seven of those years being in HRBP roles. Experience with creating and implementing HR programs, including compensation.

SALARY: Commensurate with experience, very attractive bonus and equity structure salary.

CONTACT: Apply here: <https://www.uber.com/jobs/129510>.

011837 (First Posted: 12/18/2015)

POSITION: HR Generalist

EMPLOYER: Carestream Health

LOCATION: Rochester, NY

DUTIES: The HR Generalist is a shared resource, supporting three of our U.S. HR Directors in handling front line HR activities, tasks and corporate projects. Some examples of duties: handle inquiries from employees and managers to address questions and drive problem resolution on HR core processes, policies and procedures; Support the HR Directors with talent acquisition activities such as writing job descriptions, working with compensation on market analyses, monitor and report on client group progress in meeting annual compliance training requirements, prepare various reports by collecting, analyzing and summarizing data and trends as requested. Assist with, or independently complete, special projects utilizing project management and research.

QUALIFICATIONS: Bachelors degree in Human Resources Management or related discipline, with over three years of professional experience in Human Resources principles, practices and procedures required. Strengths in Microsoft Office products (Excel, Word, PowerPoint, etc.) required.

SALARY: \$50K+

CONTACT: Please go to www.carestream.com/careers, apply to Req. #6785BR.

011838 (First Posted: 01/08/2016)

POSITION: Human Resources Business Partner

EMPLOYER: Foundation Medicine

LOCATION: Cambridge, MA

DUTIES: The Human Resources Business Partner (HRBP) will take a consultative approach in collaboration with business managers on a variety of human resources-related issues to include: organizational effectiveness, change management, performance management and compensation. The HRBP formulates partnerships across the HR function to deliver value-added service to management and employees that reflect the business objectives of the organization. The HRBP will partner with Legal, IT and other HR team members and support the Research and Development, Medical Affairs and Clinical Development organizations.

QUALIFICATIONS: Bachelors or masters degree, PHR/SPHR preferred. Seven to ten years of HRBP or Generalist experience. Demonstrated track record of proactively suggesting new alternatives to current HR practices, anticipating and developing both strategic and tactical HR plans and programs to accomplish the Company's mission. Experience in most or all of the functional areas associated with this position; excellent management, negotiating and organizational skills; demonstrated ability to achieve results.

SALARY: Commensurate with experience.

CONTACT: Apply online at Foundation Medicine

<https://careers-foundationmedicine.icims.com/jobs/1351/human-resources-business-partner/job>.

011842 (First Posted: 01/15/2016)

POSITION: Recruiter

EMPLOYER: YipitData

LOCATION: New York, NY

DUTIES: YipitData analyzes web data about public companies for institutional investors. In the last year, our revenue has tripled and our team has grown from 15 to 50+ employees. We are hiring a Recruiter to help double our team next year. You will be responsible for managing full-cycle recruiting: from source to close. In doing so, you will collaborate with Business Heads to determine hiring needs, manage our recruiting channels, design and execute Outreach campaigns on LinkedIn and similar platforms, and coordinate the interview process to ensure an exceptional candidate experience. Additionally, you will analyze recruiting statistics and make recommendations for improvement to company Founders.

QUALIFICATIONS: Bachelors degree minimum. The best candidates will have experience conducting in-house, high-volume outbound recruiting campaigns. They will be familiar with modern recruiting channels, platforms and strategies. Additionally, top candidates will be ready for a significant amount of responsibility at a high-growth company.

SALARY: \$120K - \$140K plus benefits and equity

CONTACT: For the full job description, please visit www.yipitdata.com/jobs/#job-recruiter. Interested? Email jobs@yipitdata.com with your resume or LinkedIn profile.

011843 (First Posted: 01/15/2016)

POSITION: Director, Human Resources (Strategic HR Business Partner)

EMPLOYER: NICE Systems

LOCATION: Hoboken, NJ

DUTIES: Will drive NICE's entire talent agenda for the Americas Sales and Marketing Organization. Will also lead the organizational development of our regional leadership population. As a trusted advisor on all HR initiatives, will operate in deep partnership to the business in a wide dimension of capacities. Role will cover employees located in multiple states and countries, including a significant remote population across the United States.

QUALIFICATIONS: Bachelors degree in Human Resources or other related discipline. Masters in HR is preferred, not required. PHR or SPHR is desirable. Minimum of eight years of previous experience leading a dynamic business from an HR perspective. Progressive solution-oriented HR acumen with demonstrated knowledge of the Strategic HR Business Partner Model, efficient organizational design, HR best practices, relationship management and performance management.

SALARY: Commensurate with experience.

CONTACT: Please email your resume to James Tahiri, james.tahiri@nice.com.

011844 (First Posted: 01/22/2016)

POSITION: Director of HR

EMPLOYER: Hanweck Associates, LLC

LOCATION: Manhattan, NY

DUTIES: Hanweck Associates, a fast-growing leader in financial risk-management technology, seeks a hands-on HR Director based in New York City to oversee HR functions for our New York, Chicago, Belfast and Singapore offices. We are looking for an experienced, self-starting HR generalist to work closely with senior management and a small team of energetic technologists to develop an HR operation within an entrepreneurial firm. Collaborate with senior management and team leads to enable them to lead, motivate, develop and retain their people. Oversee the quality, consistency and integrity of recruitment efforts, including candidate selection and interview process. Administer best-practice HR policies, programs, procedures and systems to attract, retain and motivate high-quality employees.

QUALIFICATIONS: Bachelors degree or higher in an HR-related field. Seven-plus years of generalist Human Resources management experience. Experience with HR compliance, legal and reporting requirements in a global workplace. Proven experience developing top-tier HR policies, programs, procedures and systems, including benefits selection and administration. Self-motivated with an ability to roll up the sleeves and get the job done.

SALARY: Commensurate with experience.

CONTACT: Email resume to: jobs-hr-028@hanweckassoc.com.

011845 (First Posted: 01/22/2016)

POSITION: Full Time Perm

EMPLOYER: KPMG, LLP

LOCATION: New York, NY

DUTIES: Support national and office specific Employer of Choice (diversity, recognition, performance management, employee engagement) programs including analysis of impact and effectiveness. Participate in the development and management of organizational effectiveness programs and projects within the region. Review and edit office HR and Employer of Choice communications.

QUALIFICATIONS: Bachelors or masters degree. Three to five years of progressive Human Resources experience, preferably within a professional services firm or similar environment. Experience planning and or managing HR programs, projects spanning multiple offices and geographic locations.

SALARY: Commensurate with experience.

CONTACT: Apply at: <http://us-jobs.kpmg.com/jobs/descriptions/senior-associate-hr-projectsprograms-new-york-new-york-job-1-5789630>.

011846 (First Posted: 01/22/2016)

POSITION: Senior HR Business Partner

EMPLOYER: Gannett

LOCATION: New York, NY

DUTIES: Gannett Co., Inc. is seeking a Senior HR Business Partner with experience in serving multi-layered, complex organizations. This professional HR executive will support the HR needs of USA TODAY and National Sales in achieving operational goals and implementing employee development programs. Will contribute business insight into the development of talent strategies and talent solutions, as well provide HR expertise in influencing business strategies and day-to-day operations. He/ she must be able to provide quality human resource products and services that are responsive to and aligned with the business strategy and provide strong leadership. Successful candidate must have the capability and flexibility to work with a diverse group of employees at all levels.

QUALIFICATIONS: Bachelors degree with a concentration in Human Resources or equivalent. Masters degree or HR certification is preferred. Demonstrated human resources experience, with emphasis on employee relations, performance management, training, compensation and compliance. A minimum of seven years of experience as an HR generalist required. Broad knowledge of human resources practices, applicable laws, employee engagement and retention, employee development and org. planning.

SALARY: \$125K

CONTACT: Send resume/cover letter to Sydney Murphy at semurphy@gannett.com.

011847 (First Posted: 01/22/2016)

POSITION: Compensation and Benefits Manager

EMPLOYER: Petrochem Insulation

LOCATION: Vallejo, CA

DUTIES: Reporting to the VP of Human Resources, the Compensation and Benefits Manager is a key member of the HR Leadership Team and serves as the strategic leader for the function. You'll work with Senior Leadership to ensure availability of competitive, cost effective, innovative comp and benefits offerings aligned with our business goals and growth strategy.

QUALIFICATIONS: Bachelors degree with seven to ten years of related experience in Human Resources, Business or Accounting/Finance. Masters degree preferred. Knowledge of legislation governing benefit plans ERISA, COBRA, HIPAA, FMLA, PPACA and associated accounting and tax requirements. Minimum of three to five years of benefit design and administration experience. Outstanding verbal, written, presentation and listening communication skills. Proficient in MS Office applications.

SALARY: Commensurate with experience.

CONTACT: Please send your resume to jobs@petrocheminc.com.

011849 (First Posted: 01/22/2016)
POSITION: Human Resources
EMPLOYER: Petrochem Insulation
LOCATION: Vallejo, CA

DUTIES: The HR Manager is responsible for overseeing the field Human Resources function at Petrochem. The HR Manager also serves as a working team member and individual contributor to the team's success.

QUALIFICATIONS: Bachelors degree. Three to five years of managerial and supervisory experience with the ability to demonstrate excellence in team leadership and development. Experience with a small to medium size company in growth mode. Strong experience in all facets of human resources processes including: performance management; recruiting; talent assessment; learning and development; organizational design; compensation and employee relations.

SALARY: Commensurate with experience.

CONTACT: Please send your resume to jobs@petrocheminc.com.

LEGAL

011841 (First Posted: 01/08/2016)
POSITION: Attorney-Labor and Employment Group
EMPLOYER: Putney Twombly Hall & Hirson
LOCATION: New York, NY

DUTIES: Seeking junior- and senior-level associate attorneys for our management-side labor and employment practice group.

QUALIFICATIONS: JD and experience with labor and employment law. Admission to New York bar.

SALARY: Commensurate with experience.

CONTACT: Email resume, cover letter and writing sample to jcartafalsa@putneylaw.com.

UNION

011840 (First Posted: 01/08/2016)
POSITION: Field Representative-Albany
EMPLOYER: NYS Public Employees Federation
LOCATION: Albany, NY

DUTIES: Monitor and enforce the state contract, resolve members' problems using the contract, state and federal laws, and union principles. Experience with PERB and collective bargaining negotiations, grievance processing, arbitration proceedings and knowledge of Civil Service Law and State operations.

QUALIFICATIONS: Bachelors degree in Labor Relations or related field is preferred.

SALARY: \$56,633 plus monthly transportation allowance

CONTACT: Apply to: Human Resources, NYS PEF; 1168-70 Troy-Schenectady Road; P.O. Box 12414; Albany, NY 12212-2414 or email: HR@PEF.org.

EDUCATION

011850 (First Posted: 01/22/2016)
POSITION: Director of Jewish Life-Bucknell Hillel (1607)
EMPLOYER: Hillel Foundation
LOCATION: Lewisburg, PA

DUTIES: Create a vibrant, welcoming, and inclusive atmosphere within the Berelson Center for Jewish Life and on campus. Advise Bucknell Hillel and provide mentorship and guidance to the leadership team and members of the organization. Coordinate and facilitate Shabbat services and Jewish holiday celebrations. Develop one-on-one relationships with Jewish students utilizing creative methods to engage them. Develop Jewish religious, cultural, service, and social gatherings and programs. Collaborate and work with the University Chaplain, Chaplain for the Catholic Community, and other religious advisers to promote inter-religious understanding and appreciation for religious diversity. Other duties as assigned.

QUALIFICATIONS: Bachelors degree. Strong knowledge of Judaism and Jewish life. Experience with Jewish programming (experiential learning, Jewish education, Israel engagement, etc.). Experience working with young adults in an educational or inter-religious setting. Excellent communication and interpersonal skills. Ability to effectively interface with a wide variety of constituents including students, faculty, staff, prospective students, and alumni.

SALARY: Commensurate with experience.

CONTACT: To apply please visit careers.bucknell.edu.

011851 (First Posted: 01/22/2016)

POSITION: Director of Jewish Student Life-University of Nevada Las Vegas Hillel (1606)

EMPLOYER: Hillel Foundation

LOCATION: Las Vegas, NV

DUTIES: Hillel at the University of Nevada Las Vegas is a standout university with a strong campus program. We are seeking a dynamic, people-focused Director of Jewish Student Life to build, establish and maintain relationships with everyone on campus from incoming freshmen to the VP of Student Affairs, as well as engage young adults and work with community leaders from a broad spectrum of organizations. We are open to a wide range of exceptional candidates and professional backgrounds. Our organization is committed to supporting the Director with whatever resources he/she needs to enhance the Jewish lives of Jewish undergraduate and graduate students on and off campus. The Director of Jewish Student Life at UNLV will be supervised and mentored by the President and CEO.

QUALIFICATIONS: Bachelors degree. Three-plus years of professional work experience and demonstrated leadership experience. Strong administrative skills and knowledge. Past roles working in a Jewish organization are a plus, as are other types of work where you manage multiple projects. Excellent communication skills with the ability to act as the professional face of Hillel at UNLV. Experience in public relations is a bonus. A team-oriented approach, a strong work ethic, sense of humor, ability to take risks and learn from challenges.

SALARY: Commensurate with experience.

CONTACT: Visit www.hilleljobs.com to apply. Please contact jobs@hillel.org with questions. Applicants should include a cover letter and resume in one document when applying for this position.

NON-PROFIT/GOVERNMENT

011839 (First Posted: 01/08/2016)

POSITION: Employee Relations Specialist

EMPLOYER: New York Methodist Hospital

LOCATION: Brooklyn, NY

DUTIES: In this role, the Employee Relations Specialist is responsible for supporting labor and employee relations initiatives, and will perform other service functions, with emphasis on investigations. The individual will conduct effective labor and employee-related interventions and programs by working collaboratively with staff to coordinate and assist in the counsel of employees, supervisors, and senior department staff on various labor and employee relations issues including: performance and conduct issues; work environment concerns, consultations and investigations; and performance management system administration.

QUALIFICATIONS: Bachelors degree required. Minimum of four years of experience in a Human Resources setting. Three to five years of related employee relations and labor relations experience preferred.

SALARY: Commensurate with experience.

CONTACT: Apply online at <http://www.nym.org/Careers/Job-Search/Job-Search.aspx>.