



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011865 (First Posted: 03/25/2016)

POSITION: Senior Human Resources Manager

EMPLOYER: Pall Corporation

LOCATION: Deland, FL

DUTIES: Pall Corporation is a materials science and engineering company with the broadest filtration, separation and purification capabilities in the world. Pall currently has an outstanding for a dynamic Senior Human Resource Manager in our Deland, Florida facility supporting HR activities for over 300 employees. This key leadership role will oversee the Employee Relations COE - developing and driving HR initiatives/projects; process and employment practice improvements; training, metrics and trends analysis. The incumbent will partner with business leaders and HR partners providing strategy, technical expertise and direction around management practices.

QUALIFICATIONS: Bachelors degree in Human Resource Management (or a related field); at least three years of progressive HR experience; working knowledge of Excel (at least three years of experience); ability to analyze and interpret data; experience working with HR information systems in support of HR activities; knowledge of applicable federal, state and local labor laws and regulations. Experience in a manufacturing environment is preferable. ISO and cGMP experience is a strong plus.

SALARY: Commensurate with experience.

CONTACT: To apply, please go to www.pall.com and click on the "careers" link. Enter requisition #SHA000046. The title is Sr. Human Resources Manager.

011866 (First Posted: 03/25/2016)

POSITION: Human Resource Manager

EMPLOYER: Dresser-Rand Company

LOCATION: Painted Post, NY

DUTIES: The Human Resource Manager will provide the full complement of HR support to Dresser-Rand Operations including: talent management, organizational development, recruiting, change management, employee and labor relations, and compensation and benefits. The successful candidate for this position will serve as a coach and advisor to the leadership group for Dresser-Rand Operations.

QUALIFICATIONS: Bachelors degree in Business, Human Resources, Industrial and Labor Relations or related degree. The legal authorization to work in the U.S. At least ten years of Human Resources experience. At least seven years of experience in Human Resources Management in a union environment. Direct experience including significant Labor Relations experience (i.e., contract negotiations, contract administration, grievance/arbitration handling) talent management, compensation and benefits.

SALARY: \$100.7K

CONTACT: Visit the Dresser-Rand website at www.dresser-rand.com to view opening and apply.

011868 (First Posted: 04/01/2016)

POSITION: Director of Human Resources

EMPLOYER: Systems Control

LOCATION: Iron Mountain, MI

DUTIES: Implement industry leading practices in the core HR functions of policy, compensation, benefits, staffing, recruitment, employee relations, management training, organizational development, wellness, and compliance. Act as a strategic business partner to the Executive Leadership Team. Execute the company Talent Strategy through workforce planning, employment branding, candidate engagement, talent assessment, and continuous hiring process improvement. Drive a culture of high performance via organizational development, performance management, succession planning, and training. Oversee the administration of company policies and legal compliance.

QUALIFICATIONS: Bachelors degree in Human Resources, Business Administration, or related discipline, required; SPHR, preferred. Fifteen years of experience in Human Resources, preferably in a manufacturing environment, essential. Five years of HR Management experience in a unionized environment, preferred. A proven track record of building relationships at all levels within an organization. Expertise in mentoring and employee development. Outstanding communication and presentation skills.

SALARY: \$90K - \$120K

CONTACT: Applications taken online only at <https://systemscontrol.sdsjobs.com>. No phone calls please.

011871 (First Posted: 04/08/2016)

POSITION: Talent Acquisition Specialist

EMPLOYER: The Segal Group

LOCATION: New York, NY

DUTIES: The Talent Acquisition Specialist (TAS) has latitude to exercise initiative, judgment and influence in performance of the role. The TAS collaborates with the VP/Talent Acquisition Programs to oversee and quality assure effective and compliant talent acquisition and on-boarding program; interacts with a diverse audience (business leaders, hiring managers, HR colleagues, candidates, vendors/associations). The role has 3 aspects: Conducting full-cycle recruitment activities in response to exempt/non-exempt level hiring needs across select business units; performing as a 'go-to' resource to HR colleagues for the Company's Talent Acquisition System (Taleo) and social media recruitment planning and sourcing activities; and collaborating with VP on projects introducing best practices.

QUALIFICATIONS: Bachelors degree; at least five to seven years of relevant full-cycle recruiting experience, including use of social media; knowledge of the employment regulatory environment (e.g., OFCCP, FMLA, ADA, DOL); proficient in using Microsoft Office applications; experience and strong familiarity with talent acquisition recruitment systems (Taleo a plus); project management and interpersonal and communication skills with ability to work effectively with diverse audiences.

SALARY: Commensurate with experience.

CONTACT: If qualified and interested, please send resume and salary expectations to national@segalco.com and enter "TAS" in the subject line.

011872 (First Posted: 04/08/2016)

POSITION: Regional Human Resource Manager

EMPLOYER: David's Bridal

LOCATION: East Coast

DUTIES: Support over 100 stores on East Coast with tactical and strategic full generalist support for world's largest Bridal retailer.

QUALIFICATIONS: Five years of multi-unit retail HR experience; proven employee relations experience; Bachelors degree required; PHR preferred; strong influencing skills.

SALARY: \$100K

CONTACT: Please send resumes to hiring manager Mary Raddant at mraddant@dbi.com.

011875 (First Posted: 04/08/2016)

POSITION: Vice President, Human Resources

EMPLOYER: EveryWare Global, Inc.

LOCATION: Lancaster, OH

DUTIES: The Vice President of Human Resources (VPHR) leads a total team of 8-10 including two HR Managers responsible for all areas of HR to support 1800 employees across the \$350M enterprise. Development and training of both the HR team and supporting development for other departments will be a critical part of this role. The VPHR will be the HR leader of the Company, which includes the corporate staff, manufacturing facilities, distribution hubs and warehouses throughout the globe. The VPHR supports the executive team with strategic vision and implementation of all human resources objectives, policies and plans to help maximize the Company's performance. This role is responsible for labor relations as the HR business support for the Company's manufacturing plants in Ohio and Pennsylvania.

QUALIFICATIONS: At least ten years experience in a Human Resources leadership position; progressive HR experience within the manufacturing industry preferred. Experience creating policies and procedures for labor relations, has led collective bargaining processes within a manufacturing environment, has conducted grievance hearings, and administered labor relations policies. Experience successfully leading teams with demonstrated positive outcomes; the ability to create a positive environment and create followership.

SALARY: Commensurate with experience.

CONTACT: Please send cover letter and resume to Chris Brem at cbrem@mcintyreco.com or call (614)570-9182 for more information.

SEARCH

011869 (First Posted: 04/01/2016)

POSITION: Head of Total Rewards

EMPLOYER: Software Company

LOCATION: The Southeast

DUTIES: The successful candidate will participate in aligning the firm's Reward philosophy with its overall business objectives and will play a significant role in driving strategy, including the design, implementation, administration and communication of compensation and benefits programs. Responsibilities include: Provide leadership and ongoing management of HR systems to maximize technology and deliver high standards of service delivery; Ensure delivery of transactional HR processes to ensure efficiency and high data integrity across all locations; Produce and develop accurate HR dashboard reports utilizing appropriate reporting tools; Develop and enhance standard reports to address ongoing HR and business needs; Responsible for day-to-day administration of US benefit programs.

QUALIFICATIONS: Bachelors required, Masters preferred. At minimum ten years of relevant experience. Experience in compensation and benefits design and implementation. Proficient in Excel. Strong analytical skills.

SALARY: \$190K - \$260K, plus generous equity awards

CONTACT: Send resumes to emiller@baranelloassociates.com.

EDUCATION

011411 (First Posted: 4/1/2016)

POSITION: Assistant/Associate Director

EMPLOYER: ILR Office of Career Services, ILR School

LOCATION: Ithaca, NY

DUTIES: Advise primarily ILR undergraduate students through the career development process including but not limited to: career planning/exploration, identifying career interests, assisting with resume and cover letter writing, effective interviewing and networking, decision-making, and job/internship searches as well as plans for graduate school. Responsibilities involve individual advising appointments, group advising sessions, mock interviews, and feedback and evaluation to students seeking career support from the office. Partner with student services offices in the School to provide career services to students participating in study abroad, academic exchange programs, or the ILR Credit Internship Program. Provide oversight, development of, and assistance with, career-related forums, events, and workshops in partnership with student leaders, alumni, employers, faculty, and staff in ILR and Cornell. Oversight of one or more career events and several workshops/programs sponsored by our office. May supervise 1 to 2 office professional staff and is responsible for the co-management of our student peer advisor program, including recruitment, training and daily supervision. Contribute to the daily operations of the office and assist in maintenance of publications/communication and marketing materials, and website. Work with ILR web/marketing staff on web, social media initiatives and presence. Perform other projects as assigned, and rotates lead responsibilities with other advisors (examples include the BSILR summer survey, BSILR postgraduate report, mock interview program oversight, amongst others).

QUALIFICATIONS: Required: Bachelors degree. At least two-to-four years' experience in career services, student services, student counseling/development or related field required. Must be proficient with Microsoft suite; web editing software, email/calendaring (Outlook preferred); and social media applications. Must be comfortable speaking to groups and have good presentation skills. Preferred: Master degree in student services, education, counseling, business, or human resources. Work experience in any of the ILR career fields such as human resources, law, professional union work, public policy, or financial services is highly preferred. Certification in administering career assessment tools such as Strong, MBTI or others. Proficiency with Filemaker Pro or Sharepoint. Familiarity with Adobe Acrobat and other software to assist in the development of marketing materials (eg., Publisher, Photoshop or InDesign).

SALARY: Commensurate with experience.

CONTACT: Apply on-line at <http://www.ohr.cornell.edu/jobs> referencing posting number 31459. This is a full-time, non-academic staff, benefits eligible opportunity, that is located on campus.

011870 (First Posted: 04/01/2016)

POSITION: Benefits Director

EMPLOYER: Queens College, CUNY

LOCATION: Queens, NY

DUTIES: Provides advisement services and monitors employees benefits coverage to all employees including full time and part time, professional and classified staff, on all aspects of fringe benefits including, but not limited to health insurance benefits, retirement benefits, tax-deferred annuity plans, the NYS deferred compensation, FSA program, New York's 529 college savings program, life insurance, long term disabilities insurance, buy-out program, transit benefit program, welfare fund benefits, catastrophic sick leave, dedicated sick leave, FMLA, PPL program, and Worker's compensation plans.

QUALIFICATIONS: Bachelors degree. Proficiency with the New York State PayServ system, New York City Health Benefits system, Excel, MS word and PowerPoint strongly preferred. Four years working experience with retirement and health insurance plans and related rules and regulations.

SALARY: Commensurate with experience.

CONTACT: Go to www.cuny.edu and click on "Employment"; Click "Search job listings"; Click on "More options to search for CUNY jobs"; Search by Job Opening 14724; Click on the "Apply Now" button.

011863 (First Posted: 03/18/2016)

POSITION: Director of Labor Relations

EMPLOYER: Adirondack Health

LOCATION: Saranac Lake/Lake Placid, NY

DUTIES: The Director of Labor Relations administers Human Resource programs and policies related to labor relations in a multi-union, multi-site environment. The Director of Labor Relations is part of all labor relations committees, is a resource to staff and management, prepares documentation in response to grievances, arbitration, conducts internal investigations, and is part of the management contract negotiation team with the Chief HR Officer.

QUALIFICATIONS: Bachelors degree. The ideal candidate will have significant human resources and labor relations experience in a union environment, PHR or SPHR certification, excellent communication skills, critical thinking skills and initiative and follow through to execute plans, programs, and proposals.

SALARY: \$70K

CONTACT: Please visit <http://www.adirondackhealth.org/util/career-opportunities/> to apply, or please send cover letter and resume to Derek Tracy: dtracy@adirondackhealth.org.

011873 (First Posted: 04/08/2016)

POSITION: Mediator

EMPLOYER: The Federal Mediation and Conciliation Service

LOCATION: St. Louis, MO

DUTIES: As a Mediator you will be responsible for promoting the development of sound and stable labor-management relationships by advocating the practice of collective bargaining, mediation and arbitration. You will also be responsible for fostering the establishment and maintenance of constructive joint processes to improve labor-management relationships and preventing or minimizing work stoppages through the use of mediation, relationship development training and other joint processes. Mediators also provide a wide range of alternative dispute resolution (ADR) services to help government entities reduce litigation costs, including mediation of discrimination and other claims, workplace conflict management training, facilitation, systems design and negotiated rule making.

QUALIFICATIONS: In order to be found qualified for the GS-13 Mediator position with FMCS; your resume must clearly reflect your full-time collective bargaining process experience. This experience can be gained by having served as the Chief/Lead Spokesperson/Second Chair/Benefits Expert (representing labor or management) in the negotiation of collective bargaining agreements or while serving as a Mediator or Facilitator with parties engaged in the collective bargaining processes.

SALARY: \$84,546 - \$109,915

CONTACT: Please click the following link for more information about this position and specific instructions on how to apply: <https://www.usajobs.gov/GetJob/ViewDetails/434420500/>.

011874 (First Posted: 04/08/2016)

POSITION: Mediator

EMPLOYER: The Federal Mediation and Conciliation Service

LOCATION: Las Vegas, NV

DUTIES: As a Mediator you will be responsible for promoting the development of sound and stable labor-management relationships by advocating the practice of collective bargaining, mediation and arbitration. You will also be responsible for fostering the establishment and maintenance of constructive joint processes to improve labor-management relationships and preventing or minimizing work stoppages through the use of mediation, relationship development training and other joint processes. Mediators also provide a wide range of alternative dispute resolution (ADR) services to help government entities reduce litigation costs, including mediation of discrimination and other claims, workplace conflict management training, facilitation, systems design and negotiated rule making.

QUALIFICATIONS: In order to be found qualified for the GS-13 Mediator position with FMCS; your resume must clearly reflect your full-time collective bargaining process experience. This experience can be gained by having served as the Chief/Lead Spokesperson/Second Chair/Benefits Expert (representing labor or management) in the negotiation of collective bargaining agreements or while serving as a Mediator or Facilitator with parties engaged in the collective bargaining processes.

SALARY: \$84,591 - \$109,973

CONTACT: Please click the following link for more information about this position and specific instructions on how to apply: <https://www.usajobs.gov/GetJob/ViewDetails/434421300/>.