



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

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.

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.

011885 (First Posted: 04/22/2016)

POSITION: Chief Compliance Officer

EMPLOYER: University Hospital

LOCATION: Newark, NJ

DUTIES: The Chief Compliance Officer oversees the corporate compliance program for University Hospital, providing guidance to the Board of Directors, Hospital management, and staff. The Chief Compliance Officer is responsible for building and maintaining systems that ensure compliance with University Hospital's internal policies. The Chief Compliance Officer develops and maintains policies and standards to prevent illegal, unethical, and improper conduct.

QUALIFICATIONS: Masters degree in Business Administration or a related field, or a law degree, required. A minimum of five years of experience in medical practice operations, planning, finance, or health care law, inclusive of at least three years of managerial experience, is required. Certification in Health Compliance (CHC) strongly preferred. Prior experience in a complex, integrated healthcare delivery system or an academic medical center is strongly desired.

SALARY: Commensurate with experience.

CONTACT: We welcome interested candidates to apply online at <http://bit.ly/20Cp3am>.

011886 (First Posted: 04/22/2016)

POSITION: Senior Human Resources Manager

EMPLOYER: Pall Corporation

LOCATION: Deland, FL

DUTIES: Developing and driving HR initiatives: process and employment practice improvement, training, metrics/trends and analysis. Partnering with and guiding business leaders through solving complex ER matters. Providing strategy, technical expertise and direction to HR partners and managers around management practices. Design and conduct training for HR and management on management practices. Assist in developing a strategic governance model for ensuring global Employee Relations support and compliance with local country laws and practices.

QUALIFICATIONS: Bachelors degree in Human Resource Management. At least three years of progressive leadership HR experience. Experience contributing strategically and be "hands on" with tactics to drive performance at a local level.

Experience in a manufacturing environment is highly preferable.

SALARY: Commensurate with experience.

CONTACT: For immediate consideration please apply directly at: <https://danaher.taleo.net/careersection/external/jobdetail.ftl?job=SHA000046>.

011887 (First Posted: 04/22/2016)

POSITION: Manager, Human Resources

EMPLOYER: Victoria's Secret

LOCATION: New York, NY

DUTIES: The Manager of HR at Victoria's Secret will be responsible for the HR Strategy and support to our home office organization. Partner on strategic development and delivery of Human Resources programs, including organization design and development, training, compensation, succession planning and performance management processes. This includes the following activities: Assist with determining organizational human resources needs and develop programs and processes to support the business needs. Work with senior leadership in managing the talent lifecycle. Provide change management support. Coach and influence leaders and associates to enable high performance and engagement. Lead succession planning and development processes within the team.

QUALIFICATIONS: Bachelors Degree required, Masters preferred. At least seven to ten years of experience in Human Resources; at least two to three years at the Manager level. Experience should include all areas of human resources. Strong communication and influencing skills. Capable of working at a fast pace along with being extremely resourceful. High degree of professionalism and confidentiality. Proven relationship-building.

SALARY: Commensurate with experience.

CONTACT: Please apply online: <http://careers.lb.com>.

011891 (First Posted: 04/29/2016)

POSITION: Director, Employee Relations

EMPLOYER: Thermo Fisher Scientific

LOCATION: Waltham, MA or Carlsbad, CA

DUTIES: Develops and leads the Employee Relations activities and function for the company, including developing sound policies and practices that contribute to a positive employee and labor relations environment and mitigates/minimizes risk. Will be responsible for creating an Employee Relations Center of Excellence for the company, initially in the US and then eventually globally. The position requires the ability to quickly issue spot complex employment and employer relations matters and develop and implement sound, balanced, and thorough solutions. Will also help to drive positive engagement in collaboration with HR and other key stakeholders. Successful candidate will be a leader with excellent communication, management, and relationship-building skills.

QUALIFICATIONS: At least seven years of Employee Relations experience. Ability to create and lead ER CoE. Have a track record for adding value to business partners and employees, leveraging HR and business expertise to drive innovation and change. Bachelors degree from an accredited higher learning program required; Law degree or other advanced degree preferred. At least seven years of conducting complex and highly sensitive employment investigations.

SALARY: Commensurate with experience.

CONTACT: Visit www.thermofisher.com/careers and reference job code 33534BR.

011892 (First Posted: 04/29/2016)

POSITION: HR Business Partner

EMPLOYER: Petrochem Insulation

LOCATION: Benicia, CA

DUTIES: Reporting to the Human Resources Manager, you will be the partner for delivery of core HR services to managers and the means through which we maximize the effectiveness of managers. You will be a true partner to the managers by understanding their people and business needs, issues, vision, challenges, and key indicators. You will also partner with our centers of excellence to ensure high-quality delivery of HR services to your client group. Employee Relations, Compensation, Talent Management & New Hire Onboarding, HRIS/Payroll and Employee Changes, Health & Safety, EEO / Diversity & Inclusion, Recruiting.

QUALIFICATIONS: Four-year degree with a major in Human Resources, Business or similar field. At least three to seven years of job-related experience. Experience working in industrial/construction industry and or/union experience a plus. MS/MBA preferred, but not required for consideration. Outstanding verbal, written, presentation and listening skills. Strong organizational and project-management skills, including the ability to meet demanding, evolving, and often competing deadlines.

SALARY: Commensurate with experience.

CONTACT: Please send your resume to jobs@petrocheminc.com or contact Lizette Vargas, Recruiter, at 707-558-3955. Visit our website for other job opportunities: www.petrocheminc.com.

011893 (First Posted: 04/29/2016)

POSITION: Campus Recruiter

EMPLOYER: Bridgewater Associates

LOCATION: Westport, CT

DUTIES: Becoming a campus recruiting virtuoso, seeking to deeply understand talent markets as you collaborate with campus researchers, managers, and clients to create innovative and effective strategies to find, hook, and sell top-tier students who are strong fits with Bridgewater. Holding compelling, accurate conversations about Bridgewater's professional opportunities and embodying its culture as you build and sustain relationships with students, professors, and career service representatives. Partnering with a Campus Coordinator to ensure all hiring logistics and processes are handled flawlessly. Ensuring each candidate has an unparalleled recruiting experience that signifies the opportunities and unique value proposition that Bridgewater offers.

QUALIFICATIONS: A bachelors degree with a strong academic record. At least two to five years of professional experience. Recruiting, sales, customer service, or management is a plus but not required. Track record of success in a rigorous environment with tight deliverables and high standards.

SALARY: Commensurate with experience.

CONTACT: Please apply through the below link:

https://sjobs.brassring.com/1033/ASP/TG/cim_jobdetail.asp?partnerid=25310&siteid=5242&Areq=5529BR&Codes=SC-JB-PU.

LEGAL

011881 (First Posted: 04/15/2016)

POSITION: Lead Title IX Investigator

EMPLOYER: Cornell University

LOCATION: Ithaca, NY

DUTIES: The Investigator's primary role is to conduct investigations of complaints filed under Cornell University Policy 6.4 involving students, which also includes representing Cornell to present cases potentially to attorneys, Judicial Codes Counselors (JCC), and/or a faculty panel. Will conduct complex legal analysis and reach legally sound determinations; produce high quality written work products.

QUALIFICATIONS: Law degree. Three to five years of related professional experience conducting investigations and preparing, prosecuting and/or defending cases, or equivalent combination of degree and experience. Must possess absolute respect for the dignity of all human beings, regardless of their behaviors or circumstances. Excellent judgment with the ability to manage highly sensitive and confidential information. Strong skills in the areas of conflict resolution, problem-solving techniques, interviewing and investigation. Strong analytical skills and the ability to assess and negotiate complex, highly sensitive situations. Exceptional critical thinking skills demonstrated by the ability to analyze information, evaluate results, and facilitate resolution of difficult challenges, including the ability to handle issues of complex and extreme sensitivity. Skill in writing concise, logical analytical reports and to present oral arguments to convey complex issues. Ability to maintain neutrality and work under stress.

SALARY: Commensurate with experience.

CONTACT: For details, to create a profile and apply online, please click on the following link: <https://cornellu.taleo.net/careersection/10164/jobdetail.ftl?job=31265>. Feel free to contact Edgar Johnson for more information at ejj33@cornell.edu or (607) 254-3337.

011883 (First Posted: 04/15/2016)

POSITION: Associate Attorney

EMPLOYER: Bond, Schoeneck & King, PLLC

LOCATION: Albany, NY

DUTIES: Bond, Schoeneck & King, PLLC, is currently seeking an associate for our 60+ attorney, Northeast and Regional Labor & Employment Law practice in our Albany, NY office. Candidates must have outstanding academic credentials, excellent communication skills, and up to five years of litigation experience, with a background or strong interest in labor and employment law. We are an EEO Employer.

QUALIFICATIONS: Law degree; experience in Litigation or Labor and Employment is helpful; outstanding academic credentials; excellent communication skills.

SALARY: Commensurate with experience.

CONTACT: Please send a letter of application, cover letter, resume and law school transcript to hrbsk@bsk.com.

NON-PROFIT/GOVERNMENT

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/>.

011882 (First Posted: 04/15/2016)

POSITION: Labor Relations Analyst

EMPLOYER: NYC Office of Labor Relations

LOCATION: New York, NY

DUTIES: Under supervision, with latitude for independent initiative and judgement, performs professional work of ordinary difficulty and responsibility in the fields of labor economics, labor research, employee benefits, and all issues and programs affected by collective bargaining. Will utilize computers in the performance of these duties.

QUALIFICATIONS: Preference will be given to candidates with knowledge of labor relations, mathematical analysis and working knowledge of Microsoft Word, Microsoft Excel and PowerPoint. A test may be given at the interview to determine the candidate's level of computer and analytical skill.

SALARY: \$52,533 - \$68,091

CONTACT: To apply, please submit your cover letter and resume electronically via www.nyc.gov/ess (city employees) or www.nyc.gov/careers (other applicants); JOB ID# 238821.

011889 (First Posted: 04/29/2016)

POSITION: Senior Human Resource Business Partner

EMPLOYER: Health Quest

LOCATION: Lagrangeville, NY

DUTIES: Provides information, analysis and advice on HR policy, employment and labor relations for assigned client group. Assists employees, supervisors and managers in various employee relations issues including discipline, performance management, conflict resolution, retention and morale and policy/contract interpretation. Acts as a resource for management and employees in managing the overall work environment. Participates in the development and deployment of HR initiatives. Administers benefit programs for assigned departments. Coaches assigned departments on best-practice recruitment techniques such as peer involvement in the process and effective interviewing. Administers unemployment insurance claims. Labor Relations: Analysis of HR Data.

QUALIFICATIONS: Bachelors degree in HR or a related field. Five years of HR generalist experience. PHR certification preferred.

SALARY: Commensurate with experience.

CONTACT: Please forward resume with compensation requirements to Michele Massey: mmassey1@health-quest.org. (845) 475-9791 or (845) 790-3239.