



Cornell University
ILR School

ILR Alumni Bulletin
201 Ives Hall
Cornell University; Ithaca, NY 14853-3901
Phone: (607) 255-5584; Fax: (607) 255-2358
E-mail: ilrab@cornell.edu

CORPORATE

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.

011894 (First Posted: 05/06/2016)

POSITION: Inclusion & Collaboration Business Partner

EMPLOYER: Cisco Systems

LOCATION: Multiple Locations

DUTIES: Partner with senior management to develop and translate business strategy to talent management and inclusive leadership strategy and coordinate implementation. Understand the client business including specific opportunities, gaps, and challenges that are relevant to diversity in the Business, Function or Region and instill a highly inclusive and collaborative environment. Increase awareness, coach and provide counsel to executive and senior management teams. Drive change management initiatives with a focus on shifts to culture, leadership and management requirements, and systems and processes. Engage in strategic workforce planning. Collaborate with Centers of Excellence and the internal client interface to implement and deliver HR and I&C solutions.

QUALIFICATIONS: At least five years executing and implementing I&D programs. Ability to facilitate change management and innovation within a high performing organization. Bachelors degree; MBA or Masters Degree preferred. At least five years of experience partnering with executive level stake holders within a complex matrixed environment. At least eight years of HR experience or equivalent experience in roles of increasing complexity/scope.

SALARY: Commensurate with experience.

CONTACT: Please apply online through our website: <https://jobs.cisco.com/job/Lawrenceville-Inclusion-&-Collaboration-Business-Partner-GA-30042/331597900/>.

011898 (First Posted: 05/13/2016)

POSITION: Labor Relations Human Resources Business Partner (HRBP)

EMPLOYER: Phillips 66

LOCATION: Belle Chasse, LA

DUTIES: The Labor Relations Human Resources Business Partner (HRBP) reports to the Human Resources Manager. This position provides strategic and consultative support to the Alliance Refinery, specifically supporting labor relations activities across the site. In addition, they will also need to be able to work independently, make recommendations for solutions and implementation, and provide guidance and support on HR issues/processes that impact the Refinery.

QUALIFICATIONS: Legally authorized to work in the United States. Bachelors degree. At least ten years of relevant Human Resources experience. At least three years of labor relations experience.

SALARY: Commensurate with experience.

CONTACT: Apply online to requisition 23021 by going to <http://www.phillips.jobs>.

UNION

011899 (First Posted: 05/13/2016)

POSITION: Union Organizer-in-Training/ Health Care Campaigns (Bilingual English/Spanish)

EMPLOYER: SEIU International

LOCATION: Oakland, CA or Los Angeles, CA

DUTIES: We are seeking energetic and passionate individuals interested in starting social justice careers in labor organizing. For 100 years, SEIU has been helping workers stand up for their rights, fighting for dignity, respect and better conditions in workplaces and communities. With a membership 2.1 million strong, SEIU is the fastest-growing union in the United States and our diverse leaders and staff support workers as they speak out for good jobs and better lives for themselves and their families. The SEIU Organizer-in-Training (OIT) Program is a 12-month training program.

QUALIFICATIONS: Demonstrated commitment to social and economic justice. Ability and willingness to work long and irregular hours, including nights and weekends. Excellent listening, oral and written communication skills.

Basic computer literacy and ability to learn the organization's technology tools. Ability to work independently as well as with a team. Willingness to conduct work site and home visits. Strong planning, time-management and problem-solving skills.

Proficiency in English/Spanish is required.

SALARY: \$38,764

CONTACT: A cover letter is required for all applications.

Apply Here: <http://www.Click2apply.net/7ggnk2k865>.

011900 (First Posted: 05/13/2016)

POSITION: Union Organizer-in-Training/ Health Care Campaigns

EMPLOYER: SEIU International

LOCATION: Fresno, CA

DUTIES: We are seeking energetic and passionate individuals interested in starting social justice careers in labor organizing. For 100 years, SEIU has been helping workers stand up for their rights, fighting for dignity, respect and better conditions in workplaces and communities. With a membership 2.1 million strong, SEIU is the fastest-growing union in the United States and our diverse leaders and staff support workers as they speak out for good jobs and better lives for themselves and their families. The SEIU Organizer-in-Training (OIT) Program is a 12-month training program. As an Organizer-in-Training with the SEIU, you will be assigned to organizing campaigns, trained on the fundamentals of union.

QUALIFICATIONS: Demonstrated commitment to social and economic justice. Ability and willingness to work long and irregular hours, including nights and weekends. Excellent listening, oral and written communication skills.

Basic computer literacy and ability to learn the organization's technology tools. Ability to work independently as well as with a team. Willingness to conduct work site and home visits. Strong planning, time-management and problem-solving skills.

SALARY: \$38,764

CONTACT: A cover letter is required for all applications.

Apply Here: <http://www.Click2apply.net/w8m4d5zysm>.

NON-PROFIT/GOVERNMENT

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.

011895 (First Posted: 05/06/2016)

POSITION: Manager, Organizational and Talent Development

EMPLOYER: New York Power Authority

LOCATION: White Plains, NY

DUTIES: Design, develop, and facilitate development and performance improvement strategies that result in positive behavior change for managers and employees. Partner with business managers and HR Business Partners to assess needs and manage implementation of programs to accomplish specific business objectives including: talent development, performance management, and employee engagement. Conduct Gap analysis in response to Business Unit Leaders business plans to identify the best approach to filling the needs of the business. Develop materials, programs, and tools to support business needs of the teams, in partnership with the the Director of Talent Development and the HR Business Partner team.

QUALIFICATIONS: Bachelors degree in Business, Organizational Development, Human Resources or other field is required. MBA or Master's Degree in Human Resources Development, Industrial/Organizational Psychology, or related field is preferred. At least seven years of progressive experience in Organizational and Talent development implementing employee development or talent management programs and/or processes. Experience in business and change management in the public and private sectors is preferred.

SALARY: Commensurate with experience.

CONTACT: <https://nypa.silkroad.com/epostings/index.cfm?fuseaction=app>.

[jobinfo&id=23&jobid=217831&company_id=16007&version=1&source=ONLINE&JobOwner=985173&level=levelid1&levelid1=49277&startflag=2](https://nypa.silkroad.com/epostings/index.cfm?fuseaction=app.jobinfo&id=23&jobid=217831&company_id=16007&version=1&source=ONLINE&JobOwner=985173&level=levelid1&levelid1=49277&startflag=2).

011897 (First Posted: 05/06/2016)

POSITION: Development Associate

EMPLOYER: Green City Force

LOCATION: Brooklyn, NY

DUTIES: Draft letters of interest, grant proposals, newsletters, and stewardship letters to prospective funders, current funders, and other GCF stakeholders. Manage development calendar and track deadlines for funding opportunities. Project-manage major grant proposals. Draft grant reports for existing funders. Manage the fundraising database: ensure that all development-related information is entered accurately and in a timely fashion; track correspondence and meetings with donors; design and run reports to support development efforts. Conduct prospect research to identify potential funders for Green City Force. Perform all back-end work on individuals, foundations, corporate, and government grants (research, track, thank).

QUALIFICATIONS: You have a passion for social change and a commitment to excellence. You are motivated to work collaboratively and do what it takes to get results, and thrive in a fast-paced environment. You love to write, have superior organizational skills, and have demonstrated your capacity to multi-task and manage projects effectively. You are flexible, high-energy, goal-oriented, and know how to build relationships. A bachelors degree and proficiency in MS Office (Word, PowerPoint, Excel).

SALARY: Commensurate with experience.

CONTACT: Please email a resume and cover letter to jobs@greencityforce.org with the Subject Heading: "GCF Development Associate Applicant." Applications will be accepted until the position is filled.