



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

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: 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. At least five years executing and implementing I&D programs. Ability to facilitate change management and innovation within a high performing organization.

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

SALARY: Commensurate with experience.

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

011903 (First Posted: 5/20/2016)

POSITION: Director / Manager, Talent Acquisition

EMPLOYER: Prolifics, Inc.

LOCATION: Orlando, FL

DUTIES: Expectations: Create an environment that inspires commitment and performance. Provide hands-on leadership/training. Coach a diverse leadership team. Support global operations. Drive results while leveraging impact. Assist with recruitment, including executive role. About US: For over 36 years Prolifics provides end-to-end services and has garnered several awards for technical excellence. Benefits: For more information on our benefits please visit prolifics.com/benefits.

QUALIFICATIONS: Bachelors or masters degree plus 15+ years in HR and Talent Management role. Experience leading Talent Acquisition in a corporate environment at a large group or division-level. Demonstrated experience attracting strong players, knows how to leverage range of levers to meet current and forecasted demand. Understands best practice, and knows how and when to leverage; gets what "good" HR is. Knowledge of Information Technology with the domains. Experience improving and leveraging company brand to improve quality of candidate funnel. Demonstrated passion for excellence; leverages metrics to optimize performance/delivery.

SALARY: Commensurate with experience.

CONTACT: Please send resumes to Wes.Lackemacher@prolifics.com.

011906 (First Posted: 5/27/2016)

POSITION: Human Resources Manager

EMPLOYER: CamberView Partners

LOCATION: San Francisco, CA

DUTIES: Act as the firm's HR leader with HR generalist responsibilities including all aspects of the talent & leadership development process. Support managers in maintaining HR best practices, & identifying areas of potential improvement. Run a robust recruiting process including on-boarding & training. Assist with mid-year reviews and promotions. Manage the relationship with our benefits provider & maintain the policies & procedures. Administer & manage the talent management system, & facilitate other related processes. Produce & maintain dashboard reports to track staffing budgets, hiring schedules & other key data, as required. Manage the firm's internal communication function. Support the COO & the firm's Operating Committee on HR-related projects & deliverables, as needed.

QUALIFICATIONS: Three to seven years of work experience with at least 3 years in a HR role with working knowledge of HR best practices. Entrepreneurial team player with strong communication, interpersonal & presentation skills who can multitask. Excellent judgment & creative problem solving skills willing to do what it takes in the firm, from high-end professional work to value-added administrative tasks with a high degree of professional ethics & integrity.

SALARY: Commensurate with Experience

CONTACT: Email resume and cover letter to: hrreq@camberview.com.

LEGAL

011901 (First Posted: 5/20/2016)

POSITION: Paralegal, Employment Law

EMPLOYER: Orrick, Herrington & Sutcliffe LLP

LOCATION: New York, NY

DUTIES: Representative duties include: research and investigation; organizing and compiling relevant data and materials; reviewing, analyzing and summarizing documents; drafting memos, correspondence and legal documents; cite-checking and fact-checking legal documents; assisting with court filings and e-filings; and communicating with attorneys and clients regarding factual and organizational issues. This position will provide assistance to others in all aspects of employment litigation matters, focusing primarily on the organization and indexing of case materials.

QUALIFICATIONS: Bachelors degree is required, and a paralegal certificate from an ABA-approved training program is preferable. Knowledge of the procedures, terminology and documents relating to complex employment matters particularly in the area of State and Federal Court filings. Strong organizational skills, interpersonal skills and attention to detail.

Excellent analytical skills and communication skills, both written and oral. Proficiency in the use of Microsoft Office software, LEXIS, Westlaw etc.

SALARY: Commensurate with experience.

CONTACT: To submit your resume and cover letter for this position, please visit our Paralegal and Professional Staff listing at www.orrick.com/careers/.

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: Bachelors degree. 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: Bachelors degree. 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>.

011904 (First Posted: 5/27/2016)

POSITION: Union Organizer -in-Training Higher Education Campaign

EMPLOYER: Service Employee International Union

LOCATION: St. Louis Missouri

DUTIES: The SEIU Organizer-in-Training (OIT) Program is a twelve month training program. As an Organizer-in-Training with the SEIU, you will be assigned to organizing campaigns, trained on the fundamentals of union organizing and will have the opportunity to learn the skills needed to help workers build power in the workplace.

Key Responsibilities:

Conducting broad and intensive outreach efforts to non-union workers. Building one-on-one relationships with workers. Identifying, recruiting and developing worker leaders. Conducting individual and group meetings with workers to move organizing campaigns forward. Engaging, motivating and mobilizing workers to take action.

Planning and carrying out actions and events to support worker organizing efforts

QUALIFICATIONS: Demonstrated commitment to social & economic justice. Excellent listening, oral & written communication skills. Basic computer literacy, ability to learn the organization's technology tools. Ability to work independently and with a team. Willingness to conduct work site & home visits. Strong planning, time-management & problem-solving skills.

Willingness to work w/ people from diverse cultures Valid U.S driver's license, auto insurance & vehicle Ability to work long irregular hours.

SALARY: Salary is \$38,764/annual and benefits include fully employer-paid health benefits package, \$570/month car allowance, \$60/month cell phone allowance, and other benefits outlined in the policies of SEIU and the staff union contract.

CONTACT: Apply online here: <https://careers-seiu.icims.com/jobs/2183/union-organizer-in--training--higher-education--campaign/job>

A cover letter is required for all applications.

011905 (First Posted: 5/27/2016)

POSITION: Union Organizer -in-Training Higher Education Campaign

EMPLOYER: Service Employee International Union

LOCATION: Tampa - St. Petersburg

DUTIES: The SEIU Organizer-in-Training (OIT) Program is a twelve month training program. As an Organizer-in-Training with the SEIU, you will be assigned to organizing campaigns, trained on the fundamentals of union organizing and will have the opportunity to learn the skills needed to help workers build power in the workplace.

Key Responsibilities:

Conducting broad and intensive outreach efforts to non-union workers.

Building one-on-one relationships with workers.

Identifying, recruiting and developing worker leaders.

Conducting individual and group meetings with workers to move organizing campaigns forward.

Engaging, motivating and mobilizing workers to take action.

Planning and carrying out actions and events to support worker organizing efforts

QUALIFICATIONS: Demonstrated commitment to social & economic justice. Excellent listening, oral & written communication skills. Basic computer literacy, ability to learn the organization's technology tools. Ability to work independently and with a team. Willingness to conduct work site & home visits. Strong planning, time-management & problem-solving skills.

Willingness to work w/ people from diverse cultures Valid U.S driver's license, auto insurance & vehicle Ability to work long irregular hours.

SALARY: Salary is \$38,764/annual and benefits include fully employer-paid health benefits package, \$570/month car allowance, \$60/month cell phone allowance, and other benefits outlined in the policies of SEIU and the staff union contract.

CONTACT: Apply online here: <https://careers-seiu.icims.com/jobs/2167/union-organizer-in--training--higher-education--campaign/job>

A cover letter is required for all applications.

NON-PROFIT/GOVERNMENT

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 Masters 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.](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)

[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: Bachelors degree and proficiency in MS Office (Word, PowerPoint, Excel). 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.

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.