



Cornell University ILR School

ILR Alumni Bulletin
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CORPORATE

011915 (First Posted: 6/17/2016)

POSITION: HR Business Partner

EMPLOYER: Samsung Electronics America

LOCATION: Ridgefield Park, NJ

DUTIES: Provide both strategic and operational HR support to assigned client group. Understand the business goals and objectives and partner on workforce planning, talent management and organizational design. Responsible for effectively delivering and implementing HR programs and initiatives. Partner with the business and the HR Centers of Excellence (COEs) to support business objectives. Serve as a coach and guide business leaders on issues related to talent management, career development and performance management. Partner with leadership to build a strong and rewarding culture for employees.

QUALIFICATIONS: Bachelors degree with six to eight years of HR Generalist/HR Business Partner experience or related field. Advanced degree preferred along with SPHR/PHR certification. Experience within HR functions such as compensation, talent management, OD a plus. Strong relationship management and problem solving skills. Experience managing change initiatives. Knowledge of government regulations, professional "best practices", and industry trends as they apply to all HR related functions and responsibilities required.

SALARY: Commensurate with experience

CONTACT: Please apply with a cover letter and resume to j.al-qasem@sea.samsung.com.

011916 (First Posted: 6/17/2016)

POSITION: Human Resources Manager

EMPLOYER: Ferrara Candy Company

LOCATION: Creston, IA

DUTIES: The HR Manager will drive change and business results through the use of strong influential skills, ability to build relationships and deep functional HR expertise. The HR Manager acts as a strategic business partner, leading implementation of programs related to employee and labor relations, recruiting, talent development, personnel policies and regulatory compliance.

Specific responsibilities include:

Act as the HR business partner for client base consisting of administrative and operational positions in a unionized environment. Lead, coach and guide managers and employees through all HR processes (performance management, development planning, employee and labor relations, compensation planning). Develop and maintain a robust and sustainable talent pipeline.

QUALIFICATIONS: Five plus years of HR experience in a manufacturing environment. Experience in administration and negotiation of collective bargaining agreements. Broad knowledge of HR practices including compensation, performance management, leadership development, employee relations, change management and organizational development. Ability to motivate individuals and effectively accomplish tasks through others; ability to foster a cooperative work environment in a matrix organization.

SALARY: Commensurate with experience. Relocation provided

CONTACT: To apply, send an email expressing your interest along with your resume and salary history to: Mitch Udany (mitch.udany@ferrarausa.com).

011919 (First Posted: 6/24/2016)

POSITION: Sr. HR Business Partner

EMPLOYER: Tesla Motors

LOCATION: Fremont, California

DUTIES: Resolve employee relations issues through a systematic approach with clear documentation and follow through. Advise and counsel supervisors and managers on discipline and termination decisions. Advise, influence and guide all levels of management on the HR implications of business strategies and all aspects of people-management and leadership. Help resolve legitimate employee concerns; be the conduit between the employees and other services, such as Benefits and Payroll. Proactively assess employee pain points and, in consultation with management, develop workable solutions. Partner with leaders to reduce labor-related risks. Anticipate the need for change and influence change before a crisis or inflection point arrives. Consciously strive to build networks of support.

QUALIFICATIONS: Bachelors Degree required. Five plus years of experience in a HR Business Partner or other HR roles, including coaching, employee relations, recruiting, compensation, training, and HR project management and program implementation. Knowledge of federal, state and local laws, statutes, etc. which govern employment policies and practices. Thorough understanding and application of internal and external HR principles, concepts, practices and standards.

SALARY: Commensurate with experience

CONTACT: Please send resume to akubricky@teslamotors.com

Job Details can be found: <https://www.teslamotors.com/careers/job/hr-businesspartner-22896>

011920 (First Posted: 7/8/2016)

POSITION: Senior Labor Relations Specialist

EMPLOYER: Amtrak

LOCATION: Philadelphia, Chicago, or DC

DUTIES: The Sr. Labor Relations Specialist is responsible for labor agreement administration in a team environment, including serving as Amtraks spokesperson in meetings with Labor Representatives to review and respond to cases involving discipline, claim and grievances appeals for single and/or multiple labor agreements.

QUALIFICATIONS: Minimum Bachelor's degree and demonstrated labor relations experience required. Experience with the RLA preferred. More detailed qualifications on Jobs.Amtrak.com.

SALARY: \$70,000.00

CONTACT: Visit Jobs.Amtrak.com and search for Senior Labor Relations Specialist. NOTE: you may apply to any location specific pos. and request to be considered for a different location during the process.

011921 (First Posted: 7/8/2016)

POSITION: Recruiting Specialist

EMPLOYER: Accreon Inc.

LOCATION: Boston

DUTIES: Conduct full life cycle recruiting including position posting, sourcing, screening and recommending placement of successful candidates. Proactively identify and build relationships to ensure an ongoing talent pipeline for all roles including hard to fill and strategic roles. Source and attract candidates through traditional and nontraditional sourcing methods such as head hunting, social media and external networks to generate talent pipeline. Work with HR Generalist to determine current and future hiring needs. Conduct reference checks as well as other background checks when needed. Maintain accurate documentation on all candidates, searches and hiring manager feedback. Ensure that recruiting and employment practices are compliant with applicable federal, state and local

QUALIFICATIONS: Post-secondary education with a focus in Human Resources would be considered an asset. A minimum of 5 years experience in Recruitment. Excellent written, verbal, interpersonal and communication skills. Strong computer skills in Microsoft Office Suite, including word and Excel. Strong attention to detail. Excellent time management and organization skills. Ability to work independently and as part of a team. Knowledge of legal policies and procedures related to hiring practices

SALARY: Commensurate with experience

CONTACT: Qualified individuals are encouraged to submit their resumes to: careers@accreon.com

EDUCATION

011917 (First Posted: 6/24/2016)

POSITION: Director of Labor Relations

EMPLOYER: The New School

LOCATION: New York City

DUTIES: The New School, located in the heart of New York City's Greenwich Village, is a progressive university offering some of the nations best respected programs in art and design, the social sciences, liberal arts, management and public policy, and the performing arts. We are currently seeking a Director of Labor Relations. Reporting directly to the Senior Vice President for Human Resources, the Director is responsible for the interpretation and administration of the University's labor agreements, covering more than 3000 employees in six bargaining units.

For the full description please go to <https://careers.newschool.edu/postings/13141>

QUALIFICATIONS: Must have a Bachelor's degree, five or more years of relevant experience in a unionized environment, and excellent communication and interpersonal skills.

A Master's in Labor Relations or JD with Employment Law experience is preferred. Experience in contract negotiation and grievance resolution is a plus.

SALARY: Commensurate with experience

CONTACT: Apply with us and discover the rewards and opportunities in working for a world-class, urban university.

Interested candidates must apply online at: <https://careers.newschool.edu/postings/13141>

NON-PROFIT/GOVERNMENT

011922 (First Posted: 7/8/2016)

POSITION: Human Resources Business Partner

EMPLOYER: Memorial Sloan Kettering

LOCATION: New York

DUTIES: Partner with the HRBP team and business leaders to develop and drive a people agenda. Assist in the implementation of new and existing HR programs and initiatives. Work with business unit management to analyze complex issues, design effective solutions, and facilitate change.

Create and maintain effective relationships and develop a strong knowledge of the organization's structure, roles, goals and challenges to serve as a trusted and valued advisor. Provide counsel on a broad spectrum of issues and opportunities, including resolution of complex employee relations issues. Clarify, interpret and ensure compliance with HR policies and procedures within assigned client areas. Ensure consistency in approach across areas of the business.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Three to Five years related HR experience; preferably in a HR Business Partner/Generalist Role. A track record of results, problem-solving and accountability. Expertise in employee relations issues, HR policy implementations and investigations. Ability to exercise excellent judgment and critical thinking skills. Ability to build relationships, establish trust, manage conflict and influence others.

SALARY: Commensurate with experience

CONTACT: <http://careers.mskcc.org/job/6396454/human-resources-business-partner-memorial-sloan-kettering-cancer-center-new-york-ny/>