



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011972 (First Posted: 12/16/2016)

POSITION: Senior HR Manager

EMPLOYER: Citi Bike

LOCATION: Brooklyn, NY

DUTIES: This position will administer compensation, benefits and performance management systems, and safety systems. Fulfill responsibilities related to responding to grievances, refereeing disputes, terminating employees, and administering disciplinary procedures. Provide current and prospective employees with information about policies, job duties, working conditions, wages, and opportunities for promotion and employee benefits. Advise managers on organizational policy matters such as equal employment opportunity and sexual harassment, and recommend needed changes. Analyze statistical data to identify and determine root cause of issues and develop recommendations for improvement of organization's personnel policies and practices.

QUALIFICATIONS: Minimum ten years of progressive Human Resources experience, including experience managing a team of HR Professionals. Experience working in union environment. Ability to motivate, develop, and direct people as they work, identifying the best people for the job. Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, and labor relations. Must be a change agent with excellent people assessment skills and leadership capabilities.

SALARY: 100,000 - 125,000

CONTACT: To apply to this position please follow the link below:

<https://jobs.lever.co/motivateco/6dc68108-1ce7-4614-97ef-48ce697c93d6?lever-origin=applied&lever-source%5B%5D=ILR%20Alumni>

011973 (First Posted: 12/16/2016)

POSITION: HR Director

EMPLOYER: Motivate International

LOCATION: Brooklyn, NY

DUTIES: The HR Director will be responsible for all HR duties related to Motivate. This includes working with a dynamic management team to maximize the strategic use of human resources in managing a unionized workplace environment and in leading the functions of employee compensation, recruitment, development, personnel policies, and regulatory compliance. The Human Resources Director will use his/her knowledge of labor law, and knowledge and experience of labor contract administration to sustain and promote positive relationships with the Union and Union members. Experience in identifying and addressing issues of concern to the Union as they arise, navigating Union grievances and other procedures, and otherwise administering the contracts and managing the relationship are required in this role.

QUALIFICATIONS: Minimum ten years of progressive Human Resources experience, including experience managing a team of HR Professionals with 5-7 years experience working in union environment. The ability to motivate, develop, and direct people as they work, identifying the best people for the job. Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

SALARY: 125,000 - 140,000

CONTACT: Please follow the link below to apply for this position:

<https://jobs.lever.co/motivateco/3a3a6721-dd0d-4ab2-8dbd-9e49ae1e5dea?lever-origin=applied&lever-source%5B%5D=ILR%20Alumni%20>

011976 (First Posted: 12/23/2016)

POSITION: Sr. Business Analyst

EMPLOYER: Cancer Treatment Centers of America

LOCATION: Boca Raton, FL

DUTIES: The Senior Business Analyst Enterprise Operations supports the business, clinical and operational analysis and business intelligence needs of the enterprise. This position is a key contributor to the enterprise analytic practice that develops analytic solutions and supports decision makers through an appropriate interpretation and understanding of results that enables informed decision-making. Develop analytical models and deliver high-quality analytical insights to executive leaders effectively and in a timely manner, identify, curate, structure, analyze, and potentially integrate a range of data sets relevant to predicting and analyzing needs of the business in the current health care environment, push the boundaries of analytics and use logic, business understanding and new methodologies to create predictive payor reimbursement, pharma profitability, risk assessment and other analytics, understand the workflows, processes and business drivers in order to provide meaningful support and analysis, work with the Enterprise Operations group and regional hospitals to develop and deploy new analytical capabilities across revenue, operations and overall performance, evaluate internal data sources and identify available external data to upgrade analytical capability, support organizational growth, hospital operations, enterprise operations and clinical operations through analysis, educate stakeholders on the value of data-driven decision making and use of predictive analytics to improve performance.

QUALIFICATIONS: Bachelors Degree required; Masters Degree a plus. Healthcare industry experience preferred but not required, demonstrate both analytical and relationship driven skills, this person will be working on highly complex projects at the highest levels of the organization, two plus years of experience in designing and conducting analytics and developing impactful insights with experience in provider, payor or pharmaceutical companies preferred, experience working with complex data sets across claims, lab, financial, clinical outcomes and other groups, in-depth working knowledge of decision support systems, spreadsheet database and other software tools, consulting background with strategy consulting companies is a plus, strategic and process oriented mindset, facilitating detailed and insightful problem solving sessions, proactive mindset that considers potential areas for analysis or operational/performance improvement and moves forward without direction, initiating projects around those areas as needed, demonstrable project management experience

SALARY: \$70,000-\$85,000 per year

CONTACT: Please submit resume with interest to kelly.engel@ctca-hope.com

011978 (First Posted: 1/13/2017)

POSITION: Director of Human Resources

EMPLOYER: Alternatives Federal Credit Union

LOCATION: Ithaca, NY

DUTIES: Candidates must consistently demonstrate Alternatives values of ownership, innovation and collaboration in all areas of job functions and responsibilities as well as interactions with staff, members and stakeholders, Administers the organization's compensation strategies and plans; administers the organization's benefit programs; develops, reviews and administers Human Resource policies; serves as staff liaison to Alternatives Board of Directors Human Resource Committee; managing employee relations issues. Coaches supervisors on HR and employee development strategies and leadership of efforts to strengthen culture and build employee engagement.

Please see full position description at: <https://home2.eease.adp.com/recruit2/?id=19193382&t=1>

QUALIFICATIONS: Bachelors degree or three to five years of similar experience, PHR Certification preferred. The ability to motivate or influence others is a material part of the job, required significant level of diplomacy and trust.

SALARY: Commensurate w/ experience

CONTACT: Please apply at: <https://home2.eease.adp.com/recruit2/?id=19193382&t=1>

EDUCATION

011975 (First Posted: 12/23/2016)

POSITION: Director of Graduate Enrollment and Student Services

EMPLOYER: ILR School - Cornell University

LOCATION: Ithaca, NY

DUTIES: The Director of Graduate Enrollment and Student Services will provide direction and oversight to the Graduate Office in the School of Industrial and Labor Relations. Remaining up to date on trends in graduate education, the Director will provide direction for marketing efforts, student recruitment, operations of the Graduate Office, and strategic and tactical oversight of the student experience for graduate students. The incumbent will also be responsible for reporting on activities and outcomes, preparing and monitoring annual budgets, managing the offices relationship with eCornell, tracking graduates, facilitating networks and providing oversight to ILRs outreach presence at academic conferences.

QUALIFICATIONS: For a full job description, please email Tonya Eiklor - Human Resources Assistant at tle37@cornell.edu.

SALARY: Competitive salary and benefits

CONTACT: Interested parties should apply on-line at <http://www.ohr.cornell.edu/jobs>, referencing posting number WDR-00009411.

NON-PROFIT/GOVERNMENT

011974 (First Posted: 12/16/2016)

POSITION: HR Manager/ HR Director

EMPLOYER: Northwell Health

LOCATION: Long Island, NY

DUTIES: Act as a strategic business partner to contribute to the following areas: employee engagement, organizational development, succession planning, talent mapping employee/labor relations.

QUALIFICATIONS: Minimum of five to seven years of experience in a generalist function. Bachelors Degree required. Masters degree preferred

SALARY: Commensurate with experience

CONTACT: If interested, please forward your resume to aelbayar@northwell.edu.

011977 (First Posted: 1/13/2017)

POSITION: Labor Relations Manager

EMPLOYER: New York Power Authority

LOCATION: Niagara Falls, NY

DUTIES: Promote collaborative labor relations with local union consistent with the collective bargaining agreement (CBA) between NYPA and the local union(s). Maintain regular contact with Regional Manager and Director, Labor Relations & Special Projects on CBA interpretation and implementation.

Coordinate Facility Project management team protocol group meetings and advise Regional Manager and Project Senior Management on regular basis to reinforce knowledge of CBA content and ensure consistent implementation of its terms and conditions. Facilitate and consult on succession planning, particularly in areas where craft skills will be impacted due to retirement and/or movement to management opportunities.

QUALIFICATIONS: Bachelors degree in HR Management, Business Administration or Masters degree. Current knowledge of all major disciplines within human resources. Ability to work comfortably with all levels and all areas of the organization. Strong interpersonal skills (e.g. tact/diplomacy, persuasion, cooperation, negotiations). Strong verbal and written communication skills (e.g., presentation, listening, report writing). Excellent organizational and time management skills.

Ability to resolve disputes and observe confidentiality.

Knowledge of Microsoft Office Suite.

SALARY: Commensurate w/ experience

CONTACT: Apply online at www.nypa.gov/careers

Use tracking code 302