



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

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 and benefit programs; develops, reviews and administers Human Resource policies; serves as staff liaison to Alternatives Board of Directors Human Resource Committee; manages 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 with experience

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

011980 (First Posted: 1/20/2017)

POSITION: Manager, Human Resources

EMPLOYER: AMRI

LOCATION: Albany, NY

DUTIES: Lead Human Resources practices and objectives that will provide an employee-oriented; high performance culture that emphasizes quality, productivity, and standards; goal attainment and performance management; conduct recruitment activities for assigned business areas to include identifying the recruiting method and coordination of advertising or recruiter contact, coordinating the scheduling of interviews, interviewing candidates, attending career fairs / scientific conferences, university recruiting and managing relationships with employee search firms; perform reference verifications, applicant rejections, prepare and send offer letters and act as an ongoing liaison with pending new hires.

QUALIFICATIONS: Bachelors degree with a major in Business Administration, Human Resources Management or related field. Masters degree in Human Resources preferred. Seven-plus years of experience. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements above are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

SALARY: \$90K

CONTACT: Please send resume to Jan'Ann Liberman at janann.liberman@amriglobal.com.

011983 (First Posted: 01/27/2017)

POSITION: Sr. HR Generalist

EMPLOYER: Welch Foods Inc.

LOCATION: Greater Boston, MA Area

DUTIES: The Sr. HR Generalist will partner with the corporate HR leadership team to support and drive people strategies across the organization. Specifically, this position will manage employee and labor relations at Welch's manufacturing locations located in Westfield, NY; Lawton, MI, and Grandview, WA and will also be responsible for company-wide safety results, all HR compliance objectives, recruiting and staffing, and corporate HR business partner support. HR colleagues residing in the field will have a dotted line reporting relationship into this position.

QUALIFICATIONS: Bachelors degree in Human Resources, Labor Relations, Communications, Business or related field required. Five to seven years of related HR experience required. Must have experience working in a unionized manufacturing facility. Position requires 30 to 40% travel.

SALARY: \$100K

CONTACT: Please e-mail: jemerick@welchs.com with your resume and cover letter or visit www.welchs.com.

UNION

011979 (First Posted: 1/20/2017)

POSITION: UniServ Organizer/Field Service Director

EMPLOYER: Maryland State Education Association

LOCATION: Prince Frederick, MD

DUTIES: Plays a leadership role in supporting both member advocacy (negotiations and contract administration) and local affiliate support. Emphasis on internal and community organizing. Full details available online at <http://www.nea.org/home/18959.htm#Maryland>.

QUALIFICATIONS: Bachelors or Masters degree in Labor Relations or equivalent job experience in a related field; experience working with teachers, education support personnel, or public sector labor relations law and issues; experience in negotiations, grievance processing, public relations, community organizing, political action, school finance, and education reform issues.

SALARY: Commensurate with experience

CONTACT: Application available online at <http://www.nea.org/home/18959.htm#Maryland>.

NON-PROFIT/GOVERNMENT

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 with experience

CONTACT: Apply online at www.nypa.gov/careers. Use tracking code 302.

011982 (First Posted: 01/27/2017)

POSITION: HR Consultant (Independent Contractor)

EMPLOYER: FSG

LOCATION: Flexible

DUTIES: Over the course of the period from early 2017 through September 2018, the HR consultant will be responsible for four buckets of work. We anticipate the work outlined below will average approximately 10-20 hours/week, but will vary based on timing of events and Lab company needs. 1) Relationship Management with Lab Members and Other Key Stakeholders. 2) Learning and Development Consulting to FSG. 3) HR Consulting to Lab Members along with Other Consultants. 4) Capturing and Cultivating Learnings from the Innovation Lab. See the complete RFP here: <http://www.fsg.org/work-impact-hiring-initiative>.

QUALIFICATIONS: Bachelors degree required. At least ten years of experience as a human resources and organizational development leader, preferably in the private sector and with engagements that require project or program management. Experience with organizational development, change management and best practices in employee retention. Experience utilizing HRIS data and analysis for decision making and strategy. See complete qualifications here: <http://www.fsg.org/work-impact-hiring-initiative>.

SALARY: Commensurate with experience.

CONTACT: Proposals/applications should be no more than 3 pages. In advance of submitting a proposal, interested parties are encouraged to reach out to kimberly.shin@fsg.org for an informational call.