



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

012000 (First Posted: 05/05/2017)

POSITION: Director, People and Talent

EMPLOYER: Axioma

LOCATION: New York, NY

DUTIES: Axioma is seeking a proactive Director, People and Talent to help create and support our people processes and the tools that we use to support them. Reporting to the Managing Director, People and Talent, this person will collaborate with the entire People Team (as well as cross functionally across the organization) to support the business. Help us build a scalable people function that will hire, develop and retain the best talent as we build our world class rapidly growing organization. The position is based in our beautiful open New York office supporting a global organization. Axioma currently has over 250 employees worldwide with approximately 130 based in NYC. Provide seamless first line HR support in all People functions in support of the business goals.

QUALIFICATIONS: Bachelors degree or higher in Human Resources or other Business field. Seven-plus years of generalist Human Resources management experience (including exposure to compensation), preferably with a fast-growing, entrepreneurial company. FinTech or Risk/Quant/Research industry experience a plus. Must have expert-level Excel skills. You need to be self-driven, enjoy being hands-on and rolling up your sleeves to get the job done. Strong self-initiated follow up skills with ability to manage.

SALARY: Commensurate with experience.

CONTACT: All applicants should apply on the Axioma.com career page on our website. Direct link to the job: <https://careers-axioma.icims.com/jobs/1129/director%2c-people-%26-talent/job>. Axioma.com careers.

012001 (First Posted: 05/12/2017)

POSITION: Director of Human Resources - Talent Management

EMPLOYER: Rand Logistics Inc.

LOCATION: Jersey City, NJ

DUTIES: As a member of the Rand Logistics Inc. Human Resources Team, will lead efforts in Talent Management and Training. Deliver consistent, professional, HR support to line management, shore side and vessel employees for both USA and Canada. Effectively consult and respond to all customer inquiries. Oversight and management of the Rand Training Plan and Talent Management Process. Interact effectively with Sr. Managers, Directors and members of the leadership team. Act as a liaison between employees, internal and external stakeholders. Ensure that difficult/sensitive issues are handled in a timely and appropriate manner. Handle all HR matters related to Training, Development and related costs. Develop and implement effective Compensation and Benefits strategy and programs.

QUALIFICATIONS: Bachelors degree required, Masters degree a plus. Bachelors degree with a minimum of seven to ten years of generalist background and at least five years in Talent Management, Training, or OD. Strong knowledge of training delivery systems. Hands-on experience in e-learning. Strong communication skills, facilitation skills and stand up training delivery skills. Computer proficiency in Excel, Word, and PeopleSoft. Willing to travel.

SALARY: Commensurate with experience.

CONTACT: Submit resumes with cover letter via email or US Mail to: Nassry Zamora, VP and CHRO; 333 Washington St., STE 201; Jersey City, NJ 07302. Email: ngzamora@randlogisticsinc.com.

012003 (First Posted: 05/12/2017)

POSITION: Human Resources Manager

EMPLOYER: Arconic

LOCATION: Washington, MO

DUTIES: Reporting to the Director of Human Resources, with dotted line reporting into the Plant Manager, Arconic Titanium & Engineered Products, the Human Resources Manager will have the primary responsibility to deliver value added HR initiatives to support the goals of the business for the plants located in Washington & Sullivan, MO. The incumbent serves as a consultant to management on Human Resource related issues and as a business partner to the location Leadership Team.

QUALIFICATIONS: Bachelors degree. Minimum of seven years of HR experience. Employees must be legally authorized to work in the United States. This position is subject to the International Traffic in Arms Regulations (ITAR) which requires U.S. person status. ITAR defines U.S. person as an U.S. Citizen, U.S. Permanent Resident (i.e. 'Green Card Holder').

SALARY: Commensurate with experience.

CONTACT: Please apply through the following link: <http://careers.arconic.com/job/Human-Resources-Manager/J3K5FG65RG493V3W56T>.

012004 (First Posted: 05/12/2017)

POSITION: HR Specialist

EMPLOYER: GE Aviation

LOCATION: Rutland, VT

DUTIES: The HR Representative will provide HR support for a stand-alone plant of 200 employees which is part of the 1100+ employee airfoil manufacturing facility located in Rutland, VT. This is one of GE Aviation's largest facilities. Works with Leaders, Managers and Employees on organizational and employee matters, as well as coaching, HR process expertise and other general HR activities.

QUALIFICATIONS: Bachelors degree from an accredited university or college. Additional experience in a human resources position is preferred. Knowledge of labor law and human resource practices. Strong organizational skills. Demonstrated oral and written communication skills. Strong interpersonal and leadership skills. Proven facilitation ability.

SALARY: Commensurate with experience.

CONTACT: Visit <http://www.ge.com/careers> and search for Job #2848442.

012005 (First Posted: 05/12/2017)

POSITION: Human Resources

EMPLOYER: Arconic, Inc.

LOCATION: Rochester, NY

DUTIES: The HR Manager will work closely with the plant leadership to accomplish the strategic outcome of optimizing workplace performance in support of business goals. The HR Manager also works very closely with the AFSR Business Unit's HR team, building employee engagement by driving the development and attainment of business strategies and plans through strategic HR planning, change management, organizational design and talent management. Responsible for all aspects of the plant's human resource functions.

QUALIFICATIONS: Bachelors degree. Minimum of five years of HR experience. Preferred qualifications: Bachelors degree is in HR, Business, or related field; Masters degree; Seven or more years of HR management experience and proven progression of increase in responsibilities. HR experience in a manufacturing environment.

SALARY: Base Salary + Bonus

CONTACT: Apply via the Arconic Careers page at www.Careers.Arconic.com or the link--
https://sjobs.brassring.com/1033/ASP/TG/cim_jobdetail.asp?partnerid=16&siteid=56&AReq=19940BR.

012006 (First Posted: 05/12/2017)

POSITION: HR Business Partner

EMPLOYER: Audible

LOCATION: Newark, NJ

DUTIES: This is a great opportunity to be an HR Business Partner in a growing media landscape, helping people to successfully join and then thrive in our unusual culture. Working closely with the client team, as well as site and international HR colleagues, you will be responsible for HR planning and execution, organizational effectiveness and design, leadership and employee development, employee relations and talent management. You will partner with the leaders and their teams within the client group to identify current and future needs, prioritize workload and deliverables, and coordinate with HR colleagues to drive HR initiatives and deliver solutions. For additional information: <https://www.amazon.jobs/en/jobs/501525>.

QUALIFICATIONS: Bachelors or masters degree. Eight-plus years of recent, relevant HR/Business Partner experience. Resume that shows steady progression in HR. Prior experience supporting internal client groups. Ability to diagnose problems and identify and drive solutions. Excellent communication skills. Influencing skills and working with senior members of the business. Ability to function in a dynamic and creative environment. For additional information: <https://www.amazon.jobs/en/jobs/501525>.

SALARY: Commensurate with experience.

CONTACT: Please email/call Felicity directly: hasfelic@audible.com; Phone: (347) 334-4176.

012010 (First Posted: 05/26/2017)

POSITION: HR Business Partner

EMPLOYER: Young's Market Company

LOCATION: Tustin, CA

DUTIES: The HR Business Partner may be based out of the Tustin or LA office and will be responsible of employee and labor relations, recruiting, and training/organizational development. This position will counsel management regarding issues such as harassment and discrimination, performance management, succession planning, union contract administration, compliance, recruiting, and other employment related subjects.

QUALIFICATIONS: Bachelors degree from an accredited four year college or university with a concentration in Business, Organizational Leadership and/or Human Resources. Three to five years of experience in an HR Generalist role. PHR or SPHR preferred. Minimum three years of experience investigating harassment/discrimination, wage-hour, and other forms of employee complaints. Three to five years of experience administering employee benefits, helping employees with benefit issues.

SALARY: \$85K +

CONTACT: Click on the link below:

<https://youngsexternal-youngsmarket.icims.com/jobs/4844/hr-business-partner/job?mode=view>.

012011 (First Posted: 05/26/2017)

POSITION: Manager, Organizational Development

EMPLOYER: General Dynamics NASSCO

LOCATION: San Diego, CA

DUTIES: The Organizational Development (OD) manager position acts as a liaison and advisor to the leadership team and facilitates the organization's development initiatives. The OD manager oversees Human Resource programs to enhance the effectiveness of managers and teams to increase productivity and customer satisfaction. Assesses critical business issues and integrates human resource projects and strategic plans to achieve business goals and operational objectives. Facilitates design and implementation of reengineering and/or reorganization efforts. Provides development, coaching and training for leadership.

QUALIFICATIONS: Masters degree in Human Resource Administration, Industrial or Organizational Psychology, MBA, Organizational Development, or a directly related field of study. Four to six years of leadership experience in HR consulting, Organizational Development, Training, or HR Project/Program Management or directly related leadership role.

SALARY: Commensurate with experience.

CONTACT: Apply online: http://www.resumeware.net/nassco_rw/nassco_web/job_detail.cfm?recnum=4&totalrecs=8&start=1&pagestart=1&co=nas&site=nassco.

012012 (First Posted: 05/26/2017)

POSITION: Senior Manager, Labor Relations

EMPLOYER: General Dynamics Bath Iron Works

LOCATION: Bath, ME

DUTIES: Provide management oversight of a Labor Relations Organization that services a large manufacturing operation and has responsibility for four unique bargaining units. Advise the business on all labor relations matters, including with respect to strategic initiatives, contract negotiations, grievances/arbitration, and state and federal labor law developments. Coordinate, develop and present comprehensive, highly analytical negotiation strategies. Represent the business in collective bargaining negotiations and arbitrations with the unions. Develop and drive strategic labor relations and business initiatives through negotiations, arbitration and mid-term interactions with the unions.

QUALIFICATIONS: Bachelors degree in Labor Relations/Human Resources Management required; Juris Doctorate preferred. Minimum seven years of Labor Relations management experience required, preferably in a Manufacturing setting. Extensive experience in collective bargaining, negotiations, arbitration, grievance handling, conflict resolution, and communications required. Strong problem solving skills required. Strong leadership and supervisory skills required.

SALARY: Commensurate with experience.

CONTACT: Apply online: https://secure.resumeware.net/biw_rw/biw_web/job_detail.cfm?recnum=8&totalrecs=23&start=1&pagestart=1&co=biw.

012013 (First Posted: 05/26/2017)

POSITION: Manager Labor Relations

EMPLOYER: General Dynamics NASSCO

LOCATION: Norfolk, VA

DUTIES: The Manager of Labor Relations provides professional level support in the areas of Labor and Employee Relations. Principal emphasis is to support the policies and programs designed to manage the represented hourly workforce and administer, interrupt and enforce the applicable collective bargaining agreements. The incumbent will also perform a broad range of generalist activities, including conducting investigations, developing policy, and mitigating legal or agency exposure. Provides day-to-day Labor Relations support in alignment with the Company's business objectives and union-relations strategy. Performs a broad range of Labor Relations activity including contract administration.

QUALIFICATIONS: Masters degree, plus two (2) years' directly related experience or Bachelors degree plus five years of directly related experience or AA/AS degree plus seven years directly related experience or ten years of directly related experience as a production manager, team leader, ship/assistant ship manager, or other related mid-level management position. PHR or SPHR certification preferred. Extensive knowledge of state and federal labor and employment laws.

SALARY: Commensurate with experience.

CONTACT: Apply online: http://www.resumeware.net/nassco_rw/nassco_web/job_list.cfm?site=nassco.

LEGAL

012002 (First Posted: 05/12/2017)

POSITION: Associate Attorneys (two openings)

EMPLOYER: Klein Zelman Rothermel Jacobs & Schess LLP

LOCATION: New York, NY

DUTIES: Two associate openings in a thriving, management side boutique in midtown Manhattan. Candidates must have strong employment litigation and/or compliance experience. Opportunity to obtain experience in traditional labor and ERISA work. Congenial work environment.

QUALIFICATIONS: JD required. Two positions: Three to five years of direct experience: \$125-\$130,000 plus eligibility for an annual bonus and business development bonus. Six to ten years of direct experience: \$135-\$140,000 plus eligibility for an annual bonus and business development bonus.

SALARY: See Qualifications

CONTACT: Email cover letter and resume to Nancy Schess, nschess@kleinzelman.com.

EDUCATION

011998 (First Posted: 05/05/2017)

POSITION: Talent Operations Manager

EMPLOYER: Avenues: The World School

LOCATION: New York, NY

DUTIES: Own all systems, data and processes needed for a 3-member Talent team to effectively support over 400 teachers, leaders and staff at Avenues New York. Be the "supreme guru" for of our rollout of Workday software for HR and financial management, ensuring it's configured just right and delivering results. Manage compliance with human resources policies, resolving infractions with superb judgment and discretion, seeking legal guidance and director support as needed. Guide HR service vendors to provide high quality services and continually find ways to improve HR services to colleagues. Create and implement effective, efficient and employee-friendly processes, systems and policies for all essential human resources transactions, ensuring alignment with Avenues global priorities.

QUALIFICATIONS: Bachelors or masters degree. Track record of creating and managing effective operational and data systems to support high-quality people practices in areas like compliance, benefits, and performance management. A keen analytical, problem-solving approach, including in ambiguous situations that require figuring out new solutions rather than taking pre-determined paths to success. Specific experience working with human capital software, especially Workday, strongly preferred.

SALARY: Commensurate with experience.

CONTACT: To learn more and apply, visit <http://www.avenues.org/en/careers/>. Be sure to include a very thoughtful cover letter with your application.

012007 (First Posted: 05/19/2017)

POSITION: Women's Leadership/Gender and Racial Justice - Senior Program Director

EMPLOYER: Rutgers University - Center for Innovation in Worker Organization

LOCATION: New Brunswick, NJ

DUTIES: WILL Empower, a joint initiative between Rutgers CIWO and Georgetown's Kalmanovitz Initiative, expands the Build the Bench program to address the need for a new empowered generation of women leaders working towards genuine and systemic equality for women in workplaces, labor unions and throughout worker justice movements. It is part of the Berger Marks Legacy leadership development programs to recruit and mentor a group of leaders regarding personal and organizational development through year-long cohorts with a specific focus on gender diversity and racial equity. The Senior Program Director is a highly visible national position that will represent RU with the national labor movement's senior leadership and create innovative programs within the movement. See apply link for more details.

QUALIFICATIONS: Minimum: Requires a Masters or an equivalent combination of education and/or experience that demonstrates knowledge and understanding of labor unions and a minimum of three years of experience in a labor-related field and/or on women's labor/economic issues. Preferred: Masters or PhD in labor-related field or equivalent work experience; 10 years of experience in socio-economic justice field preferred; Demonstrated commitment to women leaders, women's economic issues, and movement building.

SALARY: \$71K - \$90K

CONTACT: For full position description and to apply, please visit:

<https://jobs.rutgers.edu/postings/44550>. Please include cover letter, resume/CV, references, and a writing sample.

NON-PROFIT/GOVERNMENT

011999 (First Posted: 05/05/2017)

POSITION: Director, EEO Investigations

EMPLOYER: MTA Bus Company

LOCATION: New York, NY

DUTIES: Join an Exciting New Team As a Director, EEO Investigations. The MTA Bus Company is seeking a Director, EEO Investigations, to manage the day-to-day activities associated with the implementation of MTA Bus' Equal Employment Opportunity, Sexual and Other Discriminatory Harassment and Respectful Workplace policies. The incumbent also manages MTA Bus' discrimination complaint process. This position reports to the Chief EEO Officer, MTA Bus Company.

Responsibilities include: Conduct investigations, requiring a thorough understanding of anti-discrimination laws, and regulations regarding the categories covered by MTA Bus' EEO policy; Develop investigation strategies and manage a case log of all related investigative activities; and more...see full job description (link below).

QUALIFICATIONS: Bachelors degree in Labor Relations, Law, Business Administration or a closely related field. A satisfactory equivalent of the combined education and experience requirements may be accepted. The successful candidate should possess eight years of full-time related experience, of which four years must have been in a managerial/supervisory/administrative capacity.

SALARY: \$74,006 - \$116,978; plus robust benefits package.

CONTACT: To view the full job description and to apply, use the following URL <http://tinyurl.com/lem5rgm> - OR - Visit our website: www.mta.info/employment - Select MTA Bus Company and Search for Job#89791.

012009 (First Posted: 05/19/2017)

POSITION: Director

EMPLOYER: Massachusetts Department of Labor Relations

LOCATION: Boston, MA

DUTIES: The Director is responsible for managing, leading and motivating employees engaged in: investigating, mediating, deciding and litigating all public sector unfair labor practice cases; defining appropriate bargaining units and conducting representation elections; providing mediation, fact-finding and arbitration services to assist public employers and employee representatives in resolving labor disputes and contract negotiations; enforcing special collective bargaining laws related to municipal police and firefighters; and litigating related cases in the courts.

QUALIFICATIONS: Bachelors degree and at least six years of managerial experience. The successful applicant must be familiar with the DLR, Joint Labor Management Committee (JLMC) and the Commonwealth Employment Relations Board (CERB) purpose and structure, and should have prior hands-on experience with labor relations, preferably public sector labor relations, (e.g. participating in contract negotiations, mediations, and arbitrations, structuring bargaining units, grievances and/or unfair labor practices in addition to demonstrated management experience).

SALARY: \$100K - \$130K

CONTACT: For further details/qualifications or to apply, go to the Commonwealth's Mass Careers website at: <https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=170002Z0> and search for keyword DLR.