



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

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.

012014 (First Posted: 06/09/2017)

POSITION: Compensation Analyst

EMPLOYER: Ultra Clean Technology

LOCATION: Hayward (SF Bay Area), CA

DUTIES: Compensation Market Analysis. Focal Review Project Lead. Development of manager training materials. Growth opportunities across HR.

QUALIFICATIONS: Bachelors degree in Business Administration or Human Resources. Knowledge of compensation market analysis. Strong analytical skill and attention to detail. Ability to work independently on numerous activities and prioritize them properly while meeting deadlines. Deep interest in analyzing data and the ability to see beyond the numbers to drive sound decision-making. Expertise in Microsoft Excel.

SALARY: \$75K - \$85K

CONTACT: Contact Paul Taira, Vice President, Compensation, Benefits & HR Systems: (ptaira@uct.com).

012015 (First Posted: 06/09/2017)

POSITION: Compensation Analyst

EMPLOYER: Henry Schein Inc.

LOCATION: Melville, NY

DUTIES: This position is responsible for the implementation and administration of Compensation processes including salary administration, bonus plan administration or Long-Term Incentive Plan administration.

Salary Administration. Evaluate salaried, hourly and professional positions and make compensation recommendations to the business. Prepare and review job descriptions based on analysis of position responsibilities. Evaluate jobs using established evaluation systems, determine grades and prepare records of the validity of the evaluation. Review changes in wages and salaries for conformance to Company policy. Audit evaluation of positions and application of existing classifications to individuals. Participate in compensation surveys.

QUALIFICATIONS: Bachelors degree or global equivalent in related discipline. Typically 5 or more years of increasing responsibility in terms of any applicable professional experience. Participate in local HR organizations. Proactively keep up with regulatory changes. Professional skills with an understanding of industry practices and company policies and procedures. General proficiency with tools, systems, and procedures. Good planning/organization.

SALARY: \$50K - \$70K

CONTACT: https://henryschein.taleo.net/careersection/hsi1/jobdetail.ftl?job=R103403&lang=en&sns_id=mailto#.WS8DB7Tbz5I.mailto.

012016 (First Posted: 06/09/2017)

POSITION: Director of Human Resources

EMPLOYER: Microboard Processing Inc

LOCATION: Seymour, CT

DUTIES: MPI, with revenues under \$75 million and 120 employees is looking for its first dedicated Director of Human Resources. Design and implement the following HR programs: Talent Acquisition including recruiting and on boarding. Compensation including base salary, bonus, and performance appraisal systems including MBO. Employee Benefits including health benefits and profit sharing. Workforce Planning including succession planning for key positions. Compliance with federal and state affirmative action requirements. Training including cross training. CT state programs including grants and apprenticeships.

QUALIFICATIONS: Bachelors degree, prefer Masters or MBA with a HR concentration, 8 to 10 years of work experience in a high tech organization.

SALARY: Competitive salary, bonus, and benefits.

CONTACT: Send resume, salary history, contact information via email to dmreid33@aol.com.

012017 (First Posted: 06/09/2017)
POSITION: HR Business Partner
EMPLOYER: Young's Market Company
LOCATION: Tustin, CA

DUTIES: As an HR Business Partner (HRBP), you will serve as a consultant and partner to both senior leaders and functional teams in a dynamic and growing wine and spirits distributor. You will engage and support your client groups in all aspects of employee and labor relations, talent acquisition, and training/organizational development. You will collaborate with our Shared Services team, subject matter experts, and other HRBPs to create and deliver solutions to complex issues involving conduct and performance, talent management, CBA administration, compliance, and other employment related matters. Will support multiple locations with day travel required.

QUALIFICATIONS: Bachelors degree with a concentration in Business, Organizational Leadership and/or Human Resources. Three to five or more years of experience in an HR Generalist role. PHR or SPHR preferred. Demonstrated experience in providing hands-on HR support for a functionally diverse employee population. Candidates must demonstrate an ability to exercise tact and diplomacy and the ability to communicate persuasively.

SALARY: Commensurate with experience.

CONTACT: We are looking for highly qualified HR Business leaders to come and join our team! If you are interested in working at a fast-paced, high energy environment email me at erinbrown@youngsmarket.com.

EDUCATION

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

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.