



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

012063 (First Posted: 10/6/2017)

POSITION: Global Human Resources, Senior Manager

EMPLOYER: TE Connectivity

LOCATION: Harrisburg, PA

DUTIES: The Global Human Resources Senior Manager will serve as the HR leader with primary responsibility for the Global Operations teams for the Appliances Business Unit including: all 7 manufacturing sites in China, Czech Republic, Italy (Country BU), and USA, Global Operations (Procurement, Quality, Materials, Footprint, Manufacturing Development) Total number of employees = ~5,600. He/She will be a key partner to the VP of Global Operations of the Appliances Business Unit, and responsible for delivering an HR strategy that supports innovation, technical capability development and career pathing. He/She will be responsible for ensuring that the talent processes, plans, programs and tools support the business unit's strategy and enhance organizational capability.

QUALIFICATIONS: Bachelors degree required; preferably in Business or Human Resources discipline; MBA, Master's degree in Human Resources, or related field desired. 10+ years of broad HR experience, preferably in manufacturing, including a proven track record of serving as a human resources or talent manager. Ideally, he/she will have experience in talent management, talent acquisition, or OD COE, or similar experience in setting up and/or running talent management and development programs in a Fortune 500 company.

SALARY: \$140,000

CONTACT: Apply on the TE careers page here:

<https://careers.te.com/job/Middletown-Senior-Manager%2C-Human-Resources-%28Operations%29-PA-17057/431855000/>

012065 (First Posted: 10/13/2017)

POSITION: Manager HR / Labor Relations

EMPLOYER: Thermo Fisher Scientific

LOCATION: Bridgewater, NJ

DUTIES: As our HR/ Labor Relations Manager of our Bridgewater manufacturing and distribution facility, you will play a critical role in aligning HR strategy to business goals. We are committed to this goal. To help us achieve this goal, you will play an instrumental role. You will be able to apply your unique skill sets in a variety of different areas such as learning and development, labor/employee relations, onboarding, compensation, compliance and performance management. You will also get to showcase your abilities while working on impactful, large scale projects with the North American Human Resources team.

QUALIFICATIONS: Degree in business or business related field required. Masters degree strongly preferred. 5-7 years of experience as a senior Human Resources generalist/manager with a large, multi-national company. Experience supporting manufacturing operations (or substantial, hourly, non-exempt population) strongly preferred. Union/Labor Relations experience required. Global experience preferred.

SALARY: We offer a competitive salary and excellent benefit package.

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/37278/Manager,-HR-Labor-Relations/>

012066 (First Posted: 10/13/2017)

POSITION: Human Resources Generalist

EMPLOYER: Thermo Fisher Scientific

LOCATION: Grand Island, NY

DUTIES: Provide human resource and organizational expertise to the facility in Grand Island, NY. This includes partnering with local leadership and employees on building organizational capabilities, employee relations, recruitment and selection, assisting with integration activities and driving forward change management initiatives. The successful candidate will have a strong HR generalist background including experience driving change, shaping culture, developing talent, and managing governance, risk, and compliance.

QUALIFICATIONS: Bachelors degree from an accredited higher learning program is required, with majors in Human Resources or a related field. Masters degree desirable. PHR and/or other Professional Certifications desirable. Minimum 3 years of related generalist work experience supporting a manufacturing or industrial setting. Demonstrated success translating business strategies into organizational and HR strategies and actions. Demonstrated ability to manage multiple projects simultaneously.

SALARY: We offer a competitive salary and excellent benefit package

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/57397/Human-Resources-Generalist/>

012067 (First Posted: 10/13/2017)

POSITION: Senior HR Manager, Manufacturing

EMPLOYER: Thermo Fisher Scientific

LOCATION: Grand Island, NY

DUTIES: Primary responsibility will be to act as the business partner within the Life Sciences Solutions Group of Thermo Fisher. The role will support key stakeholders to improve organizational capability, drive change, define organizational needs, determine training & development needs, resolve employee issues, and contribute to the achievement of divisional strategic and operating plan objectives. This individual must possess the ability to quickly grasp the business objectives and strategies of multiple clients groups and leverage human resources capabilities to support the achievement of those objectives.

QUALIFICATIONS: Senior Human Resources generalist from a large multi-national company with 7+ years of experience. Strong experience supporting both exempt and non-exempt employee populations in a manufacturing and distribution environment. Bachelors degree from an accredited higher learning program required. MBA or Masters in Labor Relations is strongly preferred. Demonstrated success translating business strategies into organizational and HR strategies & actions. Comprehensive HR experience.

SALARY: Commensurate with experience

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/31886/Senior-HR-Manager,-Manufacturing/>

012068 (First Posted: 10/13/2017)

POSITION: Manager HR / Labor Relations

EMPLOYER: Thermo Fisher Scientific

LOCATION: Bridgewater, NJ

DUTIES: As our HR/ Labor Relations Manager of our Bridgewater manufacturing and distribution facility, you'll play a critical role in aligning HR strategy to business goals. We're committed to this goal. To help us achieve this goal, you'll play an instrumental role. You'll be able to apply your unique skill sets in a variety of different areas such as learning and development, labor/employee relations, on-boarding, compensation, compliance and performance management. You'll also get to showcase your abilities while working on impactful, large scale projects with the North American Human Resources team. Influence Business Partners and consult with Business Unit and/or functional leaders in areas such as organizational assessment, succession planning, organizational structure, work force planning.

QUALIFICATIONS: Degree in business or business related field required. Masters degree strongly preferred. 5-7 years of experience as a senior Human Resources generalist/manager with a large, multi-national company; experience supporting manufacturing operations (or substantial, hourly, non-exempt population) strongly preferred; Union/Labor Relations experience required Global experience preferred; familiarity with complex FMLA, Workers Comp, STD and LTD issues knowledge, skills, and abilities.

SALARY: Commensurate with experience

CONTACT: Apply at: <http://jobs.thermofisher.com/ShowJob/Id/37278/Manager,-HR-Labor-Relations/>

012069 (First Posted: 10/13/2017)

POSITION: HR Generalist

EMPLOYER: Amphenol

LOCATION: Wallingford, CT

DUTIES: Administers insurance benefit programs; This includes: conducting benefits orientations, processing benefits changes, answering team member questions, coordinating the open enrollment process; performs exit interviews and processes all team member terminations; recruits and interviews candidates for vacancies as assigned; maintains and updates affirmative action plan; ensures compliance with employment laws and regulations by carrying out various administrative functions related to FAA, EEO, AA and VEVRAA; assists in developing and implementing human resource policies; develop and maintain performance management system; creates and conducts training programs related to Human Resources; maintains compliance with federal, state, and local employment laws.

QUALIFICATIONS: BA in Business, Human Resources or similar. Minimum 5 years HR generalist experience; thorough knowledge of insurance plans and the laws governing these plans; knowledge of workers compensation procedures and laws; proficient in Microsoft Office programs; ability to multitask, meet deadlines; sound judgment and problem-solving skills; ability to maintain confidential information; excellent communication skills, including public speaking ability; strong interpersonal skills

SALARY: \$ 50,000 - 70,000

CONTACT: email: Robert.cunius@timesmicro.com

012070 (First Posted: 09/29/2017)

POSITION: Research Analyst Intern

EMPLOYER: CEB is Now Gartner

LOCATION: Arlington, VA

DUTIES: Apply research methods and in-depth analysis to uncover innovative practices across various industries. Create actionable content, products and tools that will help drive corporate performance. Share key insights with business executives, and respond to in-bound research inquiries. Strategize methods for growing the business and improving client relationships. Advance your career by learning from industry leaders and be eligible for merit-based promotions.

QUALIFICATIONS: You're curious and have a passion for consumers and culture with a keen ability to spot patterns ahead of the curve. You have experience conducting primary and secondary research. You're highly proficient at distilling large amounts of data and synthesizing diverse ideas and multiple data points. You're a strong writer and communicator with experience creating graphical representations of data. You have relevant work or internship experience in research.

SALARY: Commensurate with experience

CONTACT: To be considered for the position, you must apply directly via cebcareers.com to job #56793

The direct link to this position: <https://ceb.taleo.net/careersection/2/jobdetail.ftl?job=56793&tz=GMT-05%3>

012071 (First Posted: 09/29/2017)

POSITION: Research Analyst

EMPLOYER: CEB is Now Gartner

LOCATION: Arlington, VA

DUTIES: Apply research methods and in-depth analysis to uncover innovative practices across various industries. Create actionable content, products and tools that will help drive corporate performance. Share key insights with business executives, and respond to in-bound research inquiries. Strategize methods for growing the business and improving client relationships. Advance your career by learning from industry leaders and be eligible for merit-based promotions.

QUALIFICATIONS: Are you motivated by ideas? Are you an academic at heart who wants to discover groundbreaking business ideas?

A career in research at CEB, now Gartner, will spark your natural intellectual curiosity while helping you build solid business acumen. This is your chance to directly influence the world's leading organizations. In our research positions, we look for bright, analytical minds who can present complex approaches and data in compelling ways.

SALARY: Commensurate with experience

CONTACT: To be considered for the position, you must apply directly via cebcareers.com to job # 56762

The direct link to the position: <https://ceb.taleo.net/careersection/2/jobdetail.ftl?job=56762&tz=GMT-05%3>

012072 (First Posted: 10/20/2017)

POSITION: HR Generalist - Contractor

EMPLOYER: Airbnb

LOCATION: San Francisco, CA

DUTIES: Day to day manager and IC talent support. Identifying themes and building solutions for common questions and needs.

Directly manage employee relations across tech teams including standard PIPs and investigations. Exception offer escalations and internal hiring. Quick resolution to external exception hiring (mainly engineering) and facilitate internal offer transitions in partnership with recruiting and compensation. Talent program operations and logistics. Support talent partners and executing cyclical talent programs like murmur, performance reviews, workforce planning etc.

QUALIFICATIONS: 2-3 years experience in HR. Genuine curiosity and strong desire to continuously learn, grow and develop others Impeccable judgment and ability to balance the needs of the company, managers and employees. Not afraid to roll sleeves up and get involved in all aspects of the role - no job too big or too small. Well-developed analytical skills

A sense of humor and passion for Airbnb are essential - we are really excited to work here, and you should be too!

SALARY: Commensurate with experience

CONTACT: Please email me at dina.gabriel@airbnb.com

LEGAL

012061 (First Posted: 10/6/2017)

POSITION: Counsel - Labor Relations

EMPLOYER: Disney / ABC Television

LOCATION: Burbank, CA

DUTIES: Disney/ABC Television Group seeks an attorney to join its Labor Relations Department in Burbank. This department provides labor relations services for ABC Studios and other related production companies, ABC Network, ABC/Disney Cable Networks, Owned Television Stations, Disney Television Animation regarding dramatic, non-dramatic, new and traditional media productions and distribution. Primary responsibilities include collective bargaining negotiations, contract administration and grievance arbitration. Successful candidate must also be able to provide strategic counsel to business units, including the labor relations implications of business initiatives in a fast-paced transactional environment.

QUALIFICATIONS: The successful candidate should be admitted to practice law (California Bar preferred) with at least three years of experience in the field of labor law / labor relations, preferably in the entertainment industry. The position requires the ability to develop close, positive working relationships with clients and colleagues, including all levels of management, unions and guilds. Please see online job description for full list of required qualifications.

SALARY: Commensurate with experience.

CONTACT: Please apply online at Disney Careers using the link below:

<https://jobs.disneycareers.com/job/burbank/counsel-labor-relations/391/5810529>

012062 (First Posted: 10/6/2017)

POSITION: Counsel - Labor Relations

EMPLOYER: Disney / ABC Television Group

LOCATION: New York, NY

DUTIES: Disney/ABC Television group is seeking an attorney to join its Labor Relations Department in New York. This department provides labor relations services for ABC Daytime, Sports, News and Owned Television Station Business Units, as well as scripted dramatic programs produced in New York. Primary responsibilities include collective bargaining negotiations, contract administration and grievance arbitration. Successful candidate must also be able to provide strategic counsel to business units, including the labor relations implications of business initiatives in a fast-paced transactional environment.

QUALIFICATIONS: The successful candidate should be admitted to practice law (New York Bar preferred) with at least three years of experience in the field of labor law / labor relations, preferably in the entertainment industry. Collective bargaining and grievance arbitration experience is required. Please see online job description for full list of required qualifications.

SALARY: Commensurate with experience.

CONTACT: Please apply online at Disney Careers using the link below:

<https://jobs.disneycareers.com/job/new-york/counsel-labor-relations/391/5810527>

EDUCATION

012064 (First Posted: 10/20/2017)

POSITION: Labor Education Coordinator

EMPLOYER: University of Massachusetts Lowell

LOCATION: Lowell, Massachusetts

DUTIES: The Labor Education Program is seeking a full time education coordinator to work with the Labor Education Director, to teach non-credit conferences, classes and workshops in the University, Merrimack Valley and North Shore communities. He/she will work directly with students to enhance their UML learning experience by providing labor experience and resources in classes, creating internships, and assist in locating and developing community service projects. He/she will assist with the day-to-day functions within the Labor Education Program and serve as the communications specialist.

QUALIFICATIONS: 3+ years of related experience.

SALARY: Commensurate with experience

CONTACT: For full job description and how to apply, follow link: <https://uale.org/resources-list/job-board/959-labor-education-coordinator-position-open-at-umass-lowell>

NON-PROFIT/GOVERNMENT

012059 (First Posted: 09/29/2017)

POSITION: Director, Employee Availability

EMPLOYER: MTA New York City Transit

LOCATION: Brooklyn, NY

DUTIES: Coordinate the development, implementation, and management of the Department of Buses Employee Availability program initiatives for the purpose of improving attendance, reducing unscheduled absences, and increasing Buses effectiveness in the delivery of daily services.

This key position will formulate and recommend policy to support all divisions in meeting the availability goals set by the Authority's President. This will be achieved by working effectively with operations partners and other team members to identify, review, and assess business risks, weaknesses and opportunities, costs and benefits, strategies, strengths, and challenges, to assist in the development of availability improvement-focused initiatives.

QUALIFICATIONS: Hold employees accountable and empower direct reports to manage their responsibilities; Remain effective under pressure; Foster collaboration among employees and with peers; Be approachable and receptive to Input/feedback from employees and colleagues; Maintain professional demeanor and respectful workplace and address conflicts promptly and effectively.

SALARY: \$76,995 - \$121,702

CONTACT: Visit our website:

www.mta.info/employment - Select NYC Transit, and search by job title: Director, Employee Availability or use the following link: <http://tinyurl.com/y872zcck>

EOE

012073 (First Posted: 10/20/2017)

POSITION: Labor Relations Manager

EMPLOYER: Cerebral Palsy Associations of NYS

LOCATION: New York, NY (travel within the 5 boroughs)

DUTIES: Work in collaboration with the Human Resources team to establish positive labor-management relations. Ensure contract compliance with multiple collective bargaining agreements. Participate in contract negotiations, and manages the grievance process. Represent the agency in various administrative proceedings. Provide on going guidance and direction to management regarding labor matters and contract interpretation. Develop and participate in training programs for managers in regard to employee relations, conflict resolution and union contract compliance. Provide advice and counsel to managers and supervisors regarding personnel practices, policy and employment laws. Evaluate potential disciplinary matters and assists managers with preparation of disciplinary guidance.

QUALIFICATIONS: Masters Degree in Labor Relations/Industrial Relations, SPHR, SHRM-SCP preferred, Minimum 5 years labor relations experience in a unionized setting, Extensive knowledge of applicable federal, NYS, and NYC labor laws. Must have excellent verbal and written communication skills, and conflict resolution skills.

SALARY: Commensurate with experience

CONTACT: Submit resume/cover letter stating salary requirements to: JPshena@cpofnys.org