



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011694 (First Posted: 1/30/2015)

POSITION: Director of Human Resources

EMPLOYER: Continental Structural Plastics, Inc.

LOCATION: Carey, OH

DUTIES: For more than 40 years, Continental Structural Plastics (CSP) has provided leading-edge technologies in lightweight materials and composite components for the automotive, heavy truck, HVAC and construction industries. CSP holds more than 50 patents covering materials development and manufacturing processes in composite materials formulation, engineering design and manufacturing technologies. Responsibilities for this position include: Creating policies and procedures for labor relations within the assigned facility and creating best practices for all unionized locations. Negotiating collective bargaining agreements with the UAW and Teamsters, handling grievances and establishing a positive, working rapport with the local/regional union committees and members. Managing the union grievances. Representing the Company at all union meetings, arbitrations and hearings to resolve union issues. Establishing a positive working relationship with the Regional Union representative to proactively communicate with the union.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations or Management with Labor Relations emphasis. A minimum of one year experience in the field working in a unionized facility with proven experience with the UAW or participation in an internship program that provided such experience. Strong verbal and written communication skills. Ability to effectively work with all levels in the facility and the Corporate office. Proven conflict resolution skills. Physical Requirements include: Working in an office environment. Minor time working on a manufacturing/plant floor. Sitting, standing, and walking, mostly at the incumbent's discretion. Normal visual acuity required for computer work. Some local and overnight travel may be required to other CSP unionized facilities or the Corporate office. Some exposure to noise, temperature extremes, moving parts, fumes, etc. in a plant environment if employee is on the plant floor.

SALARY: Commensurate with experience

CONTACT: Please send resume with cover letter stating salary requirements/willingness to relocate to the Findlay, OH area to: Jackie.Stevens@cspplastics.com.

011695 (First Posted: 1/30/2015)

POSITION: Benefits Manager

EMPLOYER: Allianz Asset Management

LOCATION: Newport Beach, CA

DUTIES: The Employee Benefits Manager is a diverse role that requires a balance of plan management and administrative/analytical capabilities. Responsibilities include: Managing and administering employee benefits in the US for 2,700+ employees. Providing US market expertise and ensuring that appropriate policies and procedures are implemented to support the company's business objectives. Managing Employee Benefit programs such as Health and Welfare and 401k plans in a manner consistent with the firm's global benefit principles. Developing communications to inform and educate employees about benefit plans, programs and changes. Maintain US intranet site as a communication tool. Partner with International Employee Benefits Manager to ensure firm-wide consistency. Assisting with design and development of benefit policies and benefit plans, while consideration is given to market practice, legislation, as well as firm-wide global consistency.

QUALIFICATIONS: Bachelors degree required, Master preferred. Minimum eight years of experience as a benefits professional with a majority of time supporting US or North America benefits. Strong knowledge and experience with US benefit practices. Experience working with and partnering with cross-functional teams to build relationships. Ability to work independently and manage a wide variety of projects simultaneously and under tight deadlines. Ability to balance "hands-on" administrative needs with client facing responsibilities. Proven leadership and communication skills including the ability to effectively facilitate meetings, lead and participate in team building activities. Strong commitment to producing quality work and attention to detail to ensure work is delivered completely, accurately, and on time. Must be organized and have proficient follow-up skills. Advanced PC skills, specifically with Microsoft Excel, Word, PowerPoint and Outlook. Brainshark knowledge is preferred. Experience using PeopleSoft is helpful. Some travel required.

SALARY: Commensurate with experience

CONTACT: Please e-mail CV, cover letter and salary history to HumanResources@AllianzAM.com.

011698 (First Posted: 2/6/2015)

POSITION: Labor & Employee Relations Consultant

EMPLOYER: Raytheon

LOCATION: Largo, FL

DUTIES: Responsible for the ongoing implementation of all aspects of the Labor Relations strategy at the Largo, FL and Fort Wayne, IN locations. This role represents management in collective bargaining with UAW #298 and USW Local 7-0254, (total of approximately 300 employees) and advises all levels of management in the interpretation of labor law and the collective bargaining agreement. In addition, this role provides support to all SAS locations in the investigation of escalated employee relations matters, and partners with the SAS HR Community and business leaders to ensure timely resolution of employee relations issues.

QUALIFICATIONS: Bachelors degree in Business, Human Resources or related field is required. Masters degree is preferred. Minimum of eight years of HR related experience to include any combination of labor relations, employee relations, training, HRM, compensation, and talent acquisition.

SALARY: 100K+

CONTACT: For additional information and to be considered visit www.raytheon.com/careers and search for Job ID 61445BR. In addition, you may send a resume to Michael Hernandez at Michael.a.hernandez@raytheon.com.

011699 (First Posted: 2/6/2015)

POSITION: Director, Retirement Plans

EMPLOYER: AbbVie Pharmaceuticals

LOCATION: North Chicago, IL

DUTIES: The Director, Retirement Plans plays a strategic, consultative and tactical role in managing company-sponsored retirement plans on a worldwide basis. The position provides vision and leadership in the development and execution of retirement plan strategies and, in partnership with both internal and external stakeholders, is accountable for their implementation, management and administration. Responsibilities Include: Leading the development and execution of global retirement plan solutions for AbbVie employees and retirees, focusing on all regions around the globe, with \$4.5 billion in plan liabilities covering over 26,000 employees in 60 plus countries. Developing and presenting recommendations to management for establishment of new programs, and the adjustment of existing programs. Facilitating cross-functional collaboration on the development, implementation and on going management of programs, including: area/country management, HR and Total Rewards, Finance, Treasury, Accounting, Legal and external consulting partners and plan administrators. Oversees all consulting/vendor relationships associated with the administration of plans.

QUALIFICATIONS: Bachelors degree in relevant subject area is required, Masters degree is preferred. Strong actuarial background required. Over ten years of management and/or consulting experience in retirement plan strategy, design and management. Global, well-rounded expertise of both defined benefit and defined contribution retirement plans. Solid working knowledge of the US, European, Asian and Latin American regions as it relates to the development and execution of retirement programs, strategies and processes.

SALARY: \$140K+, benefits, competitive compensation package

CONTACT: Contact Shahnawaz Ahmed directly at shahnawaz.ahmed@abbvie.com.

011704 (First Posted: 2/20/2015)

POSITION: Human Resource Manager

EMPLOYER: Pall Corporation

LOCATION: Timonium, MD

DUTIES: Provide strategic direction, support and coaching to 250+ hourly and management employees. Develop, recommend and implement human resources programs covering performance management, talent acquisition, workforce planning, compensation & benefits and labor relations. Assure compliance to applicable laws and regulations. Foster a positive employee environment.

QUALIFICATIONS: Bachelors degree in Human Resources or related field is required. Minimum of five years of progressive HR experience in a manufacturing environment. SPHR/PHR certification. Possess strong assessment and interpersonal skills. Be able to influence multiple levels within an organization.

SALARY: \$80K - \$105K

CONTACT: Send resumes and cover letters to Tina Houser at tina_houser@pall.com, phone: (234) 678-5611.

011705 (First Posted: 2/20/2015)

POSITION: Plant Human Resource Manager

EMPLOYER: Lear Corporation

LOCATION: Pine Grove, PA

DUTIES: Plan, direct, and coordinate human resource management activities of a union manufacturing facility with close to 300 employees. Oversee administration of hiring, retention, termination, personnel records, legal compliance, compensation, benefits, and long-term staffing strategies. Develop personnel rules and regulations, pay and job classification structure, and programs for employee training, safety, health, team building and morale.

QUALIFICATIONS: Bachelors degree in Human Resources or related field is required. Minimum of five years experience in a related field and in a large manufacturing facility. Senior Professional in Human Resources (SPHR) is preferred. Strong understanding of FLSA, AA and ERISA. Demonstrated management and organizational skills.

SALARY: \$90K based on experience

CONTACT: Go to Lear.com/careers. Click Job Opportunities - US. Click Search Current Openings. Under Current Listings, click Human Resources. Select Plant HR Manager (234634).

SEARCH

011700 (First Posted: 2/13/2015)

POSITION: Senior Human Resources Business Partner, Global Programs

EMPLOYER: New York University

LOCATION: New York, NY

DUTIES: Responsible for driving development, implementation and continuous improvement of global HR processes at NYU. Provide both strategic direction and tactical support to the Office of Global Programs, acting as key human resources liaison for NYU's global initiatives.

QUALIFICATIONS: Bachelors degree required, Masters degree or Law degree preferred.

SALARY: \$100K+

CONTACT: Please send resume to Jen Cleary; jcleary@jobplex.com or sgottlieb@jobplex.com.

UNION

011696 (First Posted: 2/6/2015)

POSITION: Millennial Coordinator

EMPLOYER: SEIU International

LOCATION: Washington, DC

DUTIES: Responsibilities will include: Developing programs that ensure that young SEIU members have increased and meaningful involvement and leadership roles in the primary goals of the union. Working directly with local unions and IU departments to plan, develop and implement a program to engage young members and develop their leadership. Developing curriculum and providing education and training and support for local union staff, and member leaders. Planning and overseeing production of materials for the program. Researching and identifying local best practices and existing resources that relate to youth involvement and leadership development inside the locals, including those around division goals, and establish a system to catalogue and organize local best practices information in a way that is sustainable. This position reports to the Deputy Director of the Member Leadership and Action Department.

QUALIFICATIONS: Bachelors degree in Labor Relations, Business Administration, Politics, Public Policy or Liberal Arts required. A minimum of five years experience demonstrating progressively greater responsibility in a union, political or issue-driven environment. Over three years experience in developing member and staff leaders, implementing and evaluating programs and organizing in a union, political or community context.

SALARY: Commensurate with experience

CONTACT: Please apply online at <http://www.Click2apply.net/fhpmprp>. Cover letter is required.

011702 (First Posted: 2/13/2015)

POSITION: Organizing Coordinator I

EMPLOYER: SEIU International

LOCATION: San Francisco, CA

DUTIES: Responsible for representing and assisting the International Union in carrying out its overall organizing programs with special emphasis on a particular division industry. Helping to manage multiple organizing campaigns and/or major elements of the SEIU Division Organizing Program; organizing resources offered to locals and/or projects and assisting with overall management of field administration.

QUALIFICATIONS: Bachelors degree or minimum of three years of supervisory experience and five years of related work experience is required. Thorough knowledge of labor programs planning and development. Knowledge of strategies and techniques used by SEIU to organize and lead division workers. Ability to communicate effectively and make formal presentations. Ability to communicate political and policy priorities to SEIU members.

SALARY: Commensurate with experience

CONTACT: Apply online at: <http://www.Click2apply.net/8qd78f2>.

011703 (First Posted: 2/13/2015)

POSITION: Education Coordinator

EMPLOYER: 1199SEIU United Healthcare Workers East

LOCATION: New York City, NY

DUTIES: Collaborate with officers, organizers, staff and members to identify and meet leadership development needs based on division work plans and union goals. Primary responsibility for the smooth operation of the delegate training program, our core member leadership development effort. Develop and conduct additional training and programs that enhance staff and officer work with members.

QUALIFICATIONS: Bachelors degree or Masters degree preferred; minimum High School with relevant training. Minimum of three years of labor or community organizing experience. Demonstrated experience in facilitating trainings and in curriculum development. Must be passionate about social and economic justice and the role of education in social change. Excellent listening, speaking, reading and writing skills.

SALARY: \$75K

CONTACT: Please send cover letter and resume to jobs@1199.org and to aethia.jones@1199.org. Include three references and a list of key trainings received and/or conducted.

NON-PROFIT/GOVERNMENT

011697 (First Posted: 2/6/2015)

POSITION: Senior Labor Relations Specialist

EMPLOYER: The Port Authority of NY & NJ

LOCATION: Newark, NJ

DUTIES: The Labor Relations Department is seeking an experienced Labor Relations professional to join our team. In this position, you will be part of a team that is in active negotiations with twelve unions. Given that all contracts are currently expired, the Labor Relations Department has a unique opportunity to negotiate similar agency initiatives across the board. Responsibilities: Reporting to the Assistant Director, Labor Relations the selected candidate will be responsible for a wide range of functions in support of the Port Authority's collective bargaining process. Key functions include but are not limited to: participating in all aspects of labor negotiations including strategy sessions; assisting in the identification of issues and drafting management proposals; detailed note taking.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations and a minimum of five years experience in the Labor Relations field. A Masters degree in Industrial and Labor Relations is preferred. A successful record of accomplishment of seven to ten years of progressively responsible experience in the Labor Relations field is preferred. Demonstrated ability to conduct thorough and factual investigations and present findings in a clear, concise and persuasive format.

SALARY: Commensurate with experience

CONTACT: Interested candidates should apply to this job by going to <http://www.panynj.gov/careers/>. Search for the Labor Relations Specialist position and follow the application instructions on the job description.

011701 (First Posted: 2/13/2015)

POSITION: Director, Project on Economic Mobility and Poverty

EMPLOYER: Convergence Center for Policy Resolution

LOCATION: Washington, DC

DUTIES: Responsible for launching and implementing a new project focused on developing consensus-based solutions to the problems of reduced economic mobility and increased poverty in the United States. Develop and execute project strategy; oversee budget, performance measures, and project timeline; cultivate relationships with stakeholders, consultants, project associates, and others. Facilitate the creation and implementation of solutions and advance the project through fundraising.

QUALIFICATIONS: Masters degree required, preferably in public policy or a related field. Demonstrated background in poverty or economic mobility issues, with understanding of the national policy and political landscape. Minimum of five years of experience managing large-scale projects and supervising employees. Strong communication and relationship building skills, including writing, public speaking and negotiation.

SALARY: Commensurate with experience

CONTACT: Please send your resume and a cover letter to jobs@convergencepolicy.org with "Director, Economic Mobility and Poverty" in the subject line. Indicate where you saw the job announcement in the body of your email. No phone calls please.