



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011714 (First Posted: 3/20/2015)

POSITION: Human Resources Associate, Compensation and Benefits

EMPLOYER: Taconic Capital Advisors

LOCATION: New York, NY

DUTIES: Oversee benefits administration and annual process for all health and welfare benefit plans globally. Maintain relationships with benefits brokers and providers globally. Assist employees with issues related to benefits and compensation. Manage the payroll process and relationship with our payroll vendor. Participate in the oversight of the company's 401(k) plan including maintaining a relationship with our plan record keeper, Fidelity Investments, and advisor, Bank of America Merrill Lynch. Maintain a database of compensation information to support the year end bonus process and provide analytics related to compensation; provide compensation and benefits budget updates to finance and liaison closely with finance on all issues related to payroll, compensation and benefits. Prepare year-end benefits and compensation statements. Submit data for compensation and benefits surveys as well as other surveys related to human capital. Maintain a database of human resources data to support human resource analytics to drive the business. Maintain the HRIS system, keeping all records current and up to date at all times. Manage regulatory filing and compliance check lists for human resources for the firm globally.

QUALIFICATIONS: Bachelors degree is required. Three-plus years of experience in compensation, benefits and/or payroll administration in a hedge fund, private investment firm, or financial services firm. Strong modeling and analytical skills and an interest in a career in human resources specifically in the areas of compensation and benefits. Demonstrated track record of success in his or her prior endeavors, an entrepreneurial, self-driven nature, a low ego, team-oriented style, unimpeachable integrity and values that align with our principles. We seek excellence in our candidates at every level. We want individuals who are driven to be the best at what they do and who continually seek to improve.

SALARY: Commensurate with experience

CONTACT: Please send resumes to Eleanor Shephard at eshephard@taconiccap.com.

011722 (First Posted: 3/27/2015)

POSITION: Team Member Labor Relations

EMPLOYER: Virgin America

LOCATION: Burlingame, CA

DUTIES: The Teammate Relations Department is responsible for ensuring that the teammate advisory team (committee) process is properly supported and functional, and identify areas to improve the process and expand advisory teams where appropriate. Role reports to the Director-Teammate Relations. The first area of focus involves supporting and growing the teammate advisory team function. The advisory teams allow for dynamic collaboration with work groups, and provides a structured environment for teammates to provide input and influence decisions about policies and procedures that impact their daily work lives. The goal is to provide teammates with an avenue to have a genuine voice on matters of importance. Join in developing the airline's labor relations function for our InFlight teammates. This aspect of this role will include preparation for and participation in first contract negotiations, development of the relationship with the TWU, and supporting the InFlight Department. Provide oversight and support for existing Advisory Teams. Review the existing Advisory Team structure and make recommendation to improve the effectiveness of existing teams. Develop and coordinate communications between department leadership, Advisory Teams, and frontline teammates. Coordinate efforts between Advisory Teams and in line with VX missions, values and annual company-wide and departmental goals. Partner with leadership to develop plans for Advisory Teams initiatives. Establish metrics to evaluate Advisory Team effectiveness. Support implementation of teammate witness assistance program company-wide. Evaluate and provide recommendations to improve the effectiveness of existing dispute resolution programs. Partner with operations team to develop sound contract proposals for negotiations. Serve as core member of negotiations team. Coordinate closely with department leadership and employee relations team to ensure consistency and collaborative decision making. Support InFlight teammate witness assistance program. (Note, post-contract this role will support the successful administration of the collective bargaining agreement.)

QUALIFICATIONS: Bachelors degree with focus in Labor Relations, Human Resources or related fields desired. Masters degree or Juris Doctor degree preferred.

SALARY: Commensurate with experience

CONTACT: Please submit CV to: <https://www.virginamerica.apply2jobs.com/ProfExt/index.cfm?fuseaction=mExternal.showJob&RID=1719&CurrentPage=1>

011723 (First Posted: 04/3/2015)

POSITION: Head of Global People and Talent

EMPLOYER: Change.org

LOCATION: San Francisco, CA

DUTIES: Change.org is seeking a Global Head of People & Talent to lead a global team charged with building and supporting our diverse, talented, and rapidly-growing staff of 250+ people across more than 20 countries. Sitting on our executive team and reporting directly to the President & COO, the Global Head of People & Talent will lead all aspects of human resources, including talent acquisition, learning and development, compensation and benefits, employee motivation and retention, and performance management and organizational design. We are looking for a passionate, creative, hard-working, results-oriented leader who has excellent interpersonal skills and wants to be part of an organization working to change the world.

QUALIFICATIONS: Bachelors degree or higher. Broad knowledge across all major areas of Human Resources, including talent acquisition, development, and retention, compensation and benefits, employment law, OD, and performance management. Basic global knowledge of human resources practices and laws across multiple countries is a plus. Proven leadership skills, including presence, integrity, credibility, and good judgment. A love of data and metrics, and the ability to process complex information quickly.

SALARY: Commensurate with experience

CONTACT: To see the full job description and apply, please visit us here:

https://jobs.lever.co/change/8b6633dc-975d-4943-966b-23317a01b9b3?lever-source=Cornell_ILR.

011724 (First Posted: 4/10/2015)

POSITION: HR Manager - Systems, Processes, and Tools

EMPLOYER: The Wendy's Company

LOCATION: Columbus, OH

DUTIES: Lead the design, implementation and maintenance of people processes and people analytics for The Wendy's Company. Build and deliver people data analysis and reporting for HR and business partners. Oversee design, development, testing and support of HR technology systems for the Wendy's Company.

QUALIFICATIONS: Bachelors degree is required, Masters or MBA is preferred. Five to eight years of related experience. Minimum two years consulting, process improvement or project management experience. Advanced analytical skills. Strong business acumen. Effective verbal and written communication skills.

SALARY: \$80K - \$126K

CONTACT: Send resumes to Carrie.Rabin@wendys.com or apply online at <https://www.wendys.com/en-us/careers>

011725 (First Posted: 4/10/2015)

POSITION: HR Program Manager - Learning and Development

EMPLOYER: The Wendy's Company

LOCATION: Columbus, OH

DUTIES: Responsible for all program management - including design, communications, change management, vendor management, implementation and evaluation - for leadership and professional development programming. Leads development of instructor-led soft skills training. Develops and implements virtual training methods (e.g., Microsoft Lync, Adobe Connect, video conferencing, webinars). Supports strategic leadership development initiatives (e.g., 360 feedback workshops). Partners with HR Business partners to understand business needs and ensure learning solutions are meeting those needs.

QUALIFICATIONS: Bachelors degree is required, Masters or MBA is preferred. Three to seven years of progressive HR experience or project management experience. Strong presentation, organizational and project management skills. Advanced PowerPoint skills and strong Excel Skills. Advanced communication, writing and technical skills. Strong business acumen and ability to partner effectively with leaders of all levels. Ability to deliver soft training. Experience with learning management systems.

SALARY: \$80K - \$126K

CONTACT: Send resume to carrie.rabin@wendys.com or apply online at <https://www.wendys.com/en-us/careers>.

011726 (First Posted: 4/10/2015)

POSITION: HR Program Manager - Organizational Development

EMPLOYER: The Wendy's Company

LOCATION: Columbus, OH

DUTIES: Responsible for all program management - including design, communications, change management, implementation and evaluation - for core OD programs (Development Planning, Performance Planning, Succession Planning, 360 Feedback). Partners with HR Business partners to understanding business needs and ensure OD solutions are meeting those needs. Develops and monitors OD metrics. Serves as the lead for Wendy's Employee Networks. Responsible for launching new networks, coordinating existing networks, and developing and communicating the overall network plan. Serves as a key member of the Talent Management leadership team, focusing on building innovative, practical talent solutions at Wendy's.

QUALIFICATIONS: Bachelors degree is required, Masters or MBA is preferred. Three to seven years of progressive HR experience or project management experience. Strong presentation, organizational and project management skills. Strong business acumen and ability to partner effectively with leaders of all levels. Experience with Talent Management systems. Advanced PowerPoint skills and strong Excel skills.

SALARY: \$80K - \$126K

CONTACT: Please send resume to carrie.rabin@wendys.com or apply online at <https://www.wendys.com/en-us/careers>.

011727 (First Posted: 4/10/2015)

POSITION: Labor/Industrial Relations Lead & HR Business Partner

EMPLOYER: ITT Corporation

LOCATION: Seneca Falls, NY

DUTIES: The Labor / Industrial Relations Lead & HR Business Partner will manage labor relations, the development and delivery of labor strategies supporting business objectives, lead contract negotiations and resolve grievances. Deep knowledge and experience with labor relations, dispute resolution, contract negotiations, health and welfare benefits is key. Ensure alignment and delivery of HR and service needs supporting business objectives to professional, union and non-union employee populations. Interact with union leadership, plant reps and assist in responding to grievances as needed. 3rd step prep for arbitration as necessary.

QUALIFICATIONS: Bachelors degree in human resources or related field is required, Juris Doctor is preferred. Ten to fifteen years of direct experience in labor employee relations is required. Specific competencies include the ability to collaborate and influence across cultures, demonstrated success driving results, building talent capability, consulting and partnering, change leadership, leveraging business insight, developing integrated systems and processes, problem identification and analysis and effective decision making.

SALARY: Commensurate with experience

CONTACT: Please apply online at https://sjobs.brassring.com/TGWebHost/jobdetails.aspx?partnerid=25401&siteid=5485&areq=3080BR&codes=COL_CORU.

UNION

011718 (First Posted: 3/20/2015)

POSITION: Business Representative, Field Services

EMPLOYER: SAG-AFTRA

LOCATION: New York, NY

DUTIES: Monitor and enforce all SAG-AFTRA agreements on sets covering primarily the five boroughs of New York City, Westchester, Long Island and New Jersey. Monitor and enforce contract terms and working conditions on set for the SAG-AFTRA Theatrical, Television, News Media, and Commercials Agreements. Initiate and resolve claims on behalf of performers on set (for example: upgrades and hazards adjustments). Monitor contractual safety requirements in performance of stunts and ensure potentially hazardous work adheres to necessary guidelines. Monitor work rules for minors, including work hours and tutoring. Coordinate open calls for extra performers. Communicate with Business Representatives and Claims Managers regarding on-set problems and conditions. Maintain and file written daily reports for each set covered. Attend weekly department staff meetings. Promote SAG-AFTRA and its members in all communications with the industry. QUALIFICATIONS: Bachelors degree with emphasis in Labor Relations preferred or equivalent level work experience. Experience with administration of collective bargaining agreements. Must be able to handle confrontational, volatile and stressful situations in a calm manner with patience, diplomacy and tact. Maintain good working relations with production counterparts. Ability to communicate persuasively and effectively with performers and production personnel. Able to prioritize tasks, coordinate multiple tasks under daily deadlines and expedite heavy workload efficiently. Have an understanding and awareness of worker rights impacting SAG-AFTRA members. Must be available and willing to work extended hours per day or per week (and/or overtime for applicable non-exempt positions), including weekends and holidays, as SAG-AFTRA determines is necessary to meet its business needs. Must be available and willing to travel to such locations and with such frequency as SAG-AFTRA determines is necessary or desirable to meet its business needs. Must have a current driver license, automobile (in reliable working condition), and current automobile insurance that meets the state minimum requirements.

SALARY: Commensurate with experience

CONTACT: Please apply online at http://sagaftra.acquiretm.com/job_details_clean.aspx?ID=357&source=SAG-AFTRA+Career+Page.

011719 (First Posted: 3/27/2015)

POSITION: Research Analyst

EMPLOYER: Directors Guild of America

LOCATION: Los Angeles, CA

DUTIES: Interpret data, evaluate trends, and assess the economic performance of companies in the entertainment sector and its impact on the labor market. Conduct fundamental analysis of the labor market. Identify and evaluate entertainment industry and general economic trends. Construct models to assess the economic impact of potential changes to DGA collective bargaining agreements. Develop and maintain an entertainment industry forecast. Work as a team member on diverse, cross-department projects. Prepare written reports for senior staff. This is a new position reporting to the Assistant Executive Director.

QUALIFICATIONS: Bachelors degree is required, Masters degree in Business Administration is preferred. Minimum of five years of analytical experience in strategic research. Deep understanding of fundamental company analysis. Strong comprehension of microeconomics, industry competitive dynamics, and labor markets. Strong modeling and Excel skills. Strong written and verbal communication skills. Knowledge of labor unions and/or the entertainment industry a plus. Team-oriented, proactive, and resourceful.

SALARY: Commensurate with experience

CONTACT: Please submit a cover letter, resume, and salary history via email to jobs@dga.org with subject "Research Analyst."

EDUCATION

011716 (First Posted: 3/20/2015)

POSITION: HR Manager - Employee and Labor Relations

EMPLOYER: Medgar Evers College - The City University of New York

LOCATION: Brooklyn, NY

DUTIES: Assist in managing classified staff matters campus wide and take a proactive approach to providing guidance to the campus community in an effort to minimize potential complaints and/or grievances. Oversee HR related matters affecting campus staff and manage employees in HR that deal with labor relations and classified staff services. In the absence of the Director, the Manager may be responsible for managing day-to-day operations of the HR office.

QUALIFICATIONS: Bachelors degree and six years' of related experience required.

SALARY: Commensurate with experience

CONTACT: Please apply online at www.cuny.edu (Job ID:10756).

NON-PROFIT/GOVERNMENT

011715 (First Posted: 3/20/2015)

POSITION: Consumer Program Director

EMPLOYER: U.S. PIRG

LOCATION: Chicago, IL, Boston, MA or Washington, DC

DUTIES: As a Program Director with U.S. PIRG, you'll help develop policy solutions and implement a variety of campaign strategies to mobilize the public and influence insiders. On a day-to-day basis, the Program Director is responsible for:
Program Development: Help develop programs and campaigns, including researching the issue, creating viable policy solutions, and proposing the right political strategy and messaging. Advocacy: Build relationships with players in key regulatory agencies, the statehouse, in Congress or wherever important decisions are made. Campaign Strategy: Develop plans to win on our campaigns through tactics like media events, press releases and op-eds. Fundraising: Write grant proposals, build relationships with foundation staff, and meet with major donors, all to bring more resources to our campaigns. Work with our citizen outreach staff to build and develop our membership base. Staff Recruitment and Development: Recruit new staff and volunteers. Oversee program staff to develop and implement work plans, provide training and leadership development opportunities.

QUALIFICATIONS: Bachelors degree required, Masters or Juris Doctor degree preferred. Minimum of eight years of relevant professional experience is required. Qualified candidates will have a demonstrated commitment to public or consumer issues and to citizen-based social change, as well as a track record of leadership. We're looking for people who are enthusiastic, goal-driven and results-oriented, who have excellent verbal, written and analytical skills, as well as the ability to speak persuasively in a charged atmosphere.

SALARY: Commensurate with experience

CONTACT: Please apply online: <http://jobs.uspirg.org/apply.html>. Direct your application to Andre Delattre, Executive Director of U.S. PIRG.

011717 (First Posted: 3/20/2015)

POSITION: Chief Negotiator

EMPLOYER: The Port Authority of NY & NJ

LOCATION: Newark, NJ

DUTIES: Assume leadership of negotiations with 12 unions. Negotiate and administer collective bargaining agreements. This includes conducting negotiations, as well as setting objectives and developing appropriate strategies and tactics to achieve cost effective and competitive labor agreements. Establish credibility and sound professional working relationships with executives, as well as union leadership to achieve Labor Relations/Human Resources and organizational goals. Negotiate collective bargaining agreements between the agency and its various unions within parameters established by the agency. Act as chief spokesperson throughout the negotiation process. In conjunction with Management & Budget and HR, develop an appropriate costing model that meets approval of agency leadership. Analyze financial data to obtain information necessary in negotiation. Draft proposals and keep management apprised of negotiation status. Advise on the impact of contract provisions and proposals on operational flexibility and cost effectiveness. Monitor settlement trends and other public sector labor negotiations that could affect Port Authority labor negotiations. Direct the development of up-to-date data bases on wages, benefits and contract language in comparable labor agreements. Assist in preparation and presentation of fact-finding and interest arbitration proceedings. Develop and implement on-going training for managers and supervisors on "how to manage in a union environment" to improve the quality of labor/management relations, minimize grievances and improve contract administration. Stay current on labor relations trends and developments.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations required, Masters degree or Law degree preferred. Demonstrated success in labor negotiations. Progressively responsible experience in all aspects of human resources, employee relations, and labor law in a unionized environment. Demonstrated ability to conduct thorough and factual research and analysis and present findings in a clear, concise and persuasive format. Excellent written, oral communication and listening skills. Experience in performing economic analysis and/or accounting functions. Excellent interpersonal skills and ability to work in a team oriented environment.

SALARY: Commensurate with experience

CONTACT: Please apply online at www.JoinThePortAuthority.com. Only applicants under consideration will be contacted.

011720 (First Posted: 3/27/2015)

POSITION: Commissioner of Personnel

EMPLOYER: Tompkins County

LOCATION: Ithaca, NY

DUTIES: Lead and manage the County's personnel, human resources, civil service, and labor relations programs and activities. Report to the County Administrator and respond to the policy direction of a 14-person County Legislature. Supervise and provide consultation to management on strategic staffing plans, benefits, compensation, training and development, budget, and labor relations. Operate within a civil service and union environment to lead the County's labor relations activities. Serve as the County's chief labor negotiator. Maintain positive labor relationships, handle disciplinary actions, and work with management and staff to foster a positive, productive, fulfilling workplace. Interact with department heads and staff to identify opportunities to avoid or address personnel issues. Administer the NYS Civil Service Law for most local governments and school districts within the County. Assist local governments and school districts in complying with Civil Service laws and regulations. The Personnel Department administers the County's employee benefit programs, including health insurance, workers' compensation, disability, flexible benefits, deferred compensation, and retirement programs.

QUALIFICATIONS: Four qualification options: a) Masters degree in Public or Bus. Admin., ILR or a related field with minimum five years of full time admin. exp. either in a gov. agency or in a non-gov. agency, which must be personnel management exp.; b) Bachelors degree in Bus. or Public Admin., ILR or a related field, with minimum seven years of full time paid admin. exp. either in a gov. agency, which must include significant responsibility for the recruitment, hiring and discipline of employees, or a non-gov. agency, in which case the experience must be personnel management exp.; c) Have completed minimum 60 credit hours of college level study in Bus. or Public Admin., ILR or a related field, with minimum ten years of full time paid exp. in a gov. agency, which must include significant responsibility for the recruitment, hiring and discipline of employees or non-gov. agency, in which case the exp. must be personnel management exp.; d) Have any combination of training and exp. equal to or greater than that listed in prior options. For each option, all gov. and non-gov. exp. must have included minimum of five years of supervisory exp.

SALARY: \$90,542 - \$98,363

CONTACT: Apply online: www.tompkinscountyny.gov/. Choose the County Employment link; Vacancy List button; Apply next to title of position; create username and password; and complete the application. Contact Jackie Thomas, Tompkins County Personnel at (607) 724-5591 with any questions.

011721 (First Posted: 3/27/2015)

POSITION: Labor Relations Officer

EMPLOYER: NYC Office of the Comptroller

LOCATION: New York, NY

DUTIES: The New York City Comptroller, an independently elected official, is the Chief Financial Officer of the City of New York. The mission of the office is to ensure the financial health of NYC by advising the Mayor, the City Council, and the public of the City's financial condition. In addition, the Comptroller manages assets of the five NYC Pension Funds, performs budgetary analysis, audits city agencies, registers proposed contracts, etc. The Labor Relations Analyst will support Labor and Human Resources related activities for the Office's full-time and part-time staff of over 760 employees. Perform technical work in the conduct of labor relations activities pertaining to and impacted by collective bargaining agreements and associated contractual requirements; including investigation and research of labor matters/grievances and related issues; serves as a liaison to labor unions. May attend/undertake "Step 2" grievances consistent with collective bargaining agreement requirements; and supports other Labor Relations activities and initiatives as may be required. Interprets civil service rules and regulations that govern Comptroller's Office employees, interprets Comptroller's Office internal guidelines and procedures, User Services guides issued by the Office of Payroll Administration, as well as directives from the Office of Labor Relations, and various Collective Bargaining Agreements; Reviews position classifications for updates, additions or changes as may be required by the agency's operational needs. Undertakes workforce planning studies on a myriad of personnel issues; prepares, and creates ad-hoc reports and compiles data related to labor relations and HR activities, conditions or initiatives.

QUALIFICATIONS: A Masters degree in Business or Public Administration, Economics, Labor or Industrial Relations, Operations Research, or a closely related field; or a Juris Doctor degree and two or more years of satisfactory full-time professional experience in labor relations, research and analysis, position classification, employee benefit design and evaluation, compensation analysis, labor economics, economic planning, or a closely related area; or a Bachelors degree and four years of satisfactory full-time professional experience in the areas mentioned above. Strongest candidates will display knowledge of city-wide policies and procedures issued by the Department of Citywide Administrative Services, and the Office of Labor Relations including the knowledge of Collective Bargaining Agreements. Must demonstrate sound judgment when dealing with complex and sensitive organizational issues.

SALARY: \$60K - \$85K

CONTACT: Please apply online at www.comptroller.nyc.gov. Search for Employment Opportunities.