



Cornell University ILR School

ILR Alumni Bulletin
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CORPORATE

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.

011728 (First Posted: 04/17/2015)

POSITION: VP- Talent and Compensation

EMPLOYER: IAC (InterActive Corporation)

LOCATION: New York City, NY

DUTIES: Responsible for creating and maintaining competitive compensation programs across the business units for the Search and Applications (S&A) business and driving talent acquisition. The position will play a key role in formulating the compensation strategy for the various business units and recruiting key talent. This executive will work with the Head of HR for each respective business in the design, development and management of key HR programs across S&A.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. 10 years or more of business experience with progressive increases in management responsibilities.

SALARY: \$175K - 200K base; bonus

CONTACT: Please send resume to: Michael.bruno@iac.com.

011729 (First Posted: 04/17/2015)

POSITION: VP- Human Resources Transformation and Strategy

EMPLOYER: IAC (InterActive Corporation)

LOCATION: New York City, NY

DUTIES: Build the HR function for the future and provide a strategic partnership to the business as it faces marketplace challenges and prepares to take advantage of new opportunities in the technology sector. Key focus areas are in strategy, identifying talent, and building an HR infrastructure to further position the company for growth and future acquisitions.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Strong strategic business orientation and acumen. Best in-class HR practices. Clearly recognized as an effective leader and history of developing high performing teams. A change leader who has thoughtfully designed and implemented change and communications strategies and tools to enable business or functional transformation. Experience in online businesses is preferred.

SALARY: \$210K - 225K base; Bonus, Equity

CONTACT: Please send resume to: Michael.bruno@iac.com.

011730 (First Posted: 04/17/2015)

POSITION: Employment Counsel

EMPLOYER: Confidential

LOCATION: West Palm Beach, FL

DUTIES: Palmer Kent Associates has been retained by a public company to seek out an Employment Counsel for their South Florida location. Our client is a leading provider of specialty contracting services to the dynamic telecommunications and infrastructure industry throughout the United States and in Canada. The Employment Counsel position will generally involve providing advice and counsel on a wide variety of employment related matters and workplace issues to Human Resources, executive management and business clients at the companies various locations. The Employment Counsel will provide litigation management and support to external counsel on all employment related matters, and when needed, be the responding attorney on all matters managed internally.

QUALIFICATIONS: Juris Doctor degree required. 5-8 years of experience practicing employment law in a large law firm and/or in-house. Preferred: Experience working with construction and/or manufacturing companies, or work with a predominantly hourly based, mobile workforce, as well as a combination of law firm and in house experience.

SALARY: Commensurate with experience

CONTACT: Please contact Sharyn Aviv at Sharyn.aviv@palmerkent.com or by phone at 561-702-6582.

UNION

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."

NON-PROFIT/GOVERNMENT

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.