



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

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.

| |
|-------|
| LEGAL |
|-------|

011730 (First Posted: 04/17/2015)

POSITION: Employment Counsel

EMPLOYER: Public Company - Confidential

LOCATION: West Palm Beach, FL

DUTIES: A public company to seeks out an Employment Counsel for their South Florida location. The company 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 |
|-------|

011731 (First Posted: 04/24/2015)

POSITION: Communications Coordinator -- Airports Campaign

EMPLOYER: SEIU International

LOCATION: Washington, DC; New York, NY; or Chicago, IL

DUTIES: Manage SEIU division communications and media work to raise standards for tens of thousands of underpaid terminal cleaners, cabin cleaners, skycaps, wheelchair agents, customer service agents, terminal security officers, ramp workers and baggage handlers who are forming unions and Fighting for \$15 and more at airports throughout the country. Involve members and the public in achieving campaign goals, and brand SEIU as the national and international union within the subcontracted airport service industry.

QUALIFICATIONS: Bachelors degree in communications or related field is required. Five to eight years of related work experience. Experience developing and implementing strategy on a wide range of campaigns, including organizing, contract, political, and legislative, as well as experience working with community allies. Thorough knowledge of media relations strategies and electronic and print media systems. Knowledge of advertising techniques and familiarity with all aspects of literature, audiovisual, and online production process required. Excellent writing, verbal, and analytical skills. Demonstrated capacity to continuously develop knowledge and skills related to use of rapidly changing technology. Knowledge of unions or other advocacy organizations. Skill in the use of personal computer including Microsoft Office Suite. Spanish language skills preferred.

SALARY: Commensurate with experience

CONTACT: Please apply online at <http://www.Click2apply.net/npmdyvvq>. Include a resume, cover letter and brief writing sample. Your cover letter should explain your reason for wanting to work for SEIU, an example of how you demonstrated success in a similar position and a description of how this position fits into your long-term career plan.

NON-PROFIT/GOVERNMENT

011732 (First Posted: 04/24/2015)

POSITION: Talent Strategist (Director Level)

EMPLOYER: Girl Scouts of the USA

LOCATION: New York, NY

DUTIES: Reasons to believe and what you can do: Named by Non-Profit Times as one of the world's top 100 nonprofit organizations; Recognized by Fast Company as one of the world's top 10 Most Innovative Companies; Largest organization in the world for girls; High visibility and growth opportunity to build a Best in Class Talent Practice Center. Based in Manhattan and reporting to the Chief People Officer of the Girls Scouts of the USA (GSUSA), The Talent Acquisition (TA) Strategist is a newly created role. The senior leader will provide the overall strategic direction for the design, planning, delivery, and ongoing assessment of a strategic and competitive, best-in-class Talent Acquisition for the Girl Scouts of the USA.

QUALIFICATIONS: Bachelors degree required, Masters Degree preferred. Minimum twelve years of cross-industry experience (nonprofit an advantage) in Human Resources, with at least seven years' management experience over a full service recruitment or talent acquisition function required, preferable in a medium to large-sized enterprise. Experience in implementing best-in-class recruitment processes, metrics, and assessments, and online testing tools across complex, change-oriented cultures.

SALARY: Commensurate with experience

CONTACT: Please forward your resume, cover letter and salary requirements to: Kimberly Fortner, Talent Acquisition Advisor, Girl Scouts of the USA, 420 Fifth Avenue, New York, NY 10018 Kfortner@girlscouts.org.