



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011752 (First Posted: 06/26/2015)

POSITION: Talent Development Manager

EMPLOYER: Boar's Head Brand

LOCATION: Sarasota, FL

DUTIES: Conduct organizational need assessments. Create individual development plans for HPE (High Potential Employees) and ensure plans are executed in accordance with the Company's Succession Planning Program. Create curriculums across various levels in the organization to meet developmental needs in terms of skill enhancement, leadership and managerial skills, business acumen, etc.; measure effectiveness through training ROI. Design, develop and promote employee/leadership development programs. Develop the roadmap for building functional excellence within the organization. Support the transformation of the Company's culture through change management processes. Assist in translating insights from organization and employee surveys into actions. Travel will be part of this position.

QUALIFICATIONS: Bachelor's degree in Training, Organizational Development and/or Human Resources Development strongly preferred. HR and/or ASTD certification(s) a plus. Seven to ten years of experience in a Training or Organizational Development role. Solid experience with HRIS systems. Excellent written and verbal communication skills. Strong time management and organizational skills. Ability to maintain high level of confidentiality.

SALARY: Negotiable

CONTACT: Please apply online at:

<https://careers-boarshead.icims.com/jobs/1141/talent-development-manager/job>.

011753 (First Posted: 06/26/2015)

POSITION: Human Resources Business Partner

EMPLOYER: Grantham, Mayo, Van Otterloo & Co. LLC ("GMO")

LOCATION: Boston, MA

DUTIES: Collaborate with Lead HR business partner to execute a strategy for supporting various areas of the business. Develop and maintain partnering relationships with managers and employees within assigned groups to effectively achieve business results. Consult and influence managers and employees on a variety of HR issues. Develop a deep understanding of supported business functions to be able to translate their business plans into HR/people-oriented strategic and operational plans. Take an active role in team initiatives to help support and drive forward HR strategy for the firm.

QUALIFICATIONS: Bachelors degree. Approximately four to eight years of prior experience in a human resources generalist or business partner role. Proactive team player who exhibits initiative, drive, and a strong service orientation. Demonstrated ability to work with a variety of people with a high degree of professionalism. Proven ability to build strong working relationships with all levels of management locally, regionally and globally. Creative, entrepreneurial performer who is results oriented and can add value.

SALARY: Competitive

CONTACT: To review the full job description and apply, please go to: <http://chc.tb.taleo.net/chc02/ats/careers/requisition.jsp?org=GMOLLC&cws=1&rid=49>.

011754 (First Posted: 06/26/2015)

POSITION: Employee Relations & Labor Relations Analyst

EMPLOYER: Disney Parks and Resorts

LOCATION: Lake Buena Vista, FL

DUTIES: Develop and drive a comprehensive metrics-based project plan for Employee and Labor Relations through strategic analysis of workplace data and case outcomes. Identify root cause issues and collaborate across WDP&R to showcase recommendations to HRDI and Operating client groups. Identify risk factors and provide decision support for issues to help inform the organizational leaders about actions that can be taken to mitigate circumstances. Deliver technical systems expertise by applying a comprehensive portfolio of statistical techniques (e.g., linear regression, path analysis, logistic regression, correlations) to conduct highly-complex business analyses to proactively identify, compare and contrast trends.

QUALIFICATIONS: Bachelors degree. Demonstrated ability to share complex analysis via storytelling and visualization. Demonstrated problem solving skills, as well as continuous improvement process skills. Demonstrated strong analytical skills. Demonstrated strong organizational skills with attention to detail. Demonstrated strong networking skills. Proficiency in Excel, Access, Power Point and SAP. Proficiency in Report Creation and Analysis. Basic understanding of ETL processes and data architecture.

SALARY: Commensurate with experience

CONTACT: Please apply here: https://xjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=25348&siteid=5039&jobid=278110&cods=MEDIA_UNIV_CORN.

011756 (First Posted: 06/26/2015)

POSITION: HBO Manager, Human Resources

EMPLOYER: HBO

LOCATION: New York, NY

DUTIES: Coach and counsel employees and managers on performance management issues (disciplinary actions, terminations, and appraisals), career development, and conflict management. Analyze and address root causes. Manage and resolve complex employee relations issues. Conduct effective, thorough and objective investigations and recommend/implement courses of action based on results. Provide guidance and input on organizational related issues such as restructures and reorganizations, workforce planning, team efficiencies, succession planning, and existing talent pool. Support and direct promotions, salary adjustments, headcount planning, and terminations.

QUALIFICATIONS: Bachelor's degree required. Preferably a major in ILR. Five to seven years progressive employee relations experience. Must be effective at partnering and influencing management with proven ability to maintain strong client relationships and function as a business partner with all levels of clients. Competency in conflict resolution, performance management, compensation administration, and a strong knowledge of current employment laws and practice.

SALARY: Commensurate with experience

CONTACT: Apply to the Time Warner Career at <http://bit.ly/1BkksS3>.

011758 (First Posted: 7/3/2015)

POSITION: Workforce Consulting Project Manager

EMPLOYER: The PFM Group

LOCATION: Philadelphia, PA

DUTIES: PFM seeks a mid- to senior-level management consultant with strong communication, quantitative, analytical, and writing skills, as well as a professional interest in public employee compensation. Work as part of a small team on projects including labor contract analysis, providing testimony and exhibits for interest arbitration and fact finding, compensation comparability assessments of wages, health benefits, retirement benefits, paid leave and work practices, negotiation proposal costing and modeling, and data gathering and other economic analysis and research. May provide non-workforce related general management and budget analysis for governmental clients. Work alongside national experts in this field. Provide for regular client contact and opportunities for career advancement. Interact with professionals in other fields such as attorneys, health benefit consultants and actuaries.

QUALIFICATIONS: Bachelors degree. Interest in how governments operate and a willingness to work in a fast-paced and often unpredictable environment. Strong quantitative, analytical and writing skills. Five or more years of previous public sector, human resources, or economics experience is preferred, but not required. Familiarity with compensation and collective bargaining, preferably in a public sector context. Ability to think and act strategically and manage a team with a long term perspective, analyze a client situation and develop solutions reflecting the client's policy objectives, constraints and financial parameters. Detail oriented with strong organization skills. Excellent verbal/written communication skills and presentation abilities for interaction with clients, superiors, and colleagues. Demonstrates flexibility and creative methods/solutions when approaching complex situations. Outstanding project management skills with proven ability to manage multiple tasks. Actively promotes team success and encourages others to contribute to the needs of the client. Insists on accountability of self and others. Demonstrates unwavering integrity and instills confidence in others. Strong working knowledge of Word, Excel and PowerPoint.

SALARY: Commensurate with experience.

CONTACT: To apply, submit your resume and cover letter referencing this position and specifying compensation history/requirements to levittb@pfm.com.

011762 (First Posted: 7/10/2015)

POSITION: Labor Relations Manager

EMPLOYER: Xerox

LOCATION: Webster, NY

DUTIES: Provides strategic and tactical operational support to Senior Management regarding Labor Relations issues. Promotes and maintains harmonious Company/Union relationships. Ensures proper administration of Collective Bargaining Agreements. Crafts language to encompass both the spirit and intent of Supplemental Agreements (Letters of Agreement; Memorandums of Understanding).

QUALIFICATIONS: Bachelors degree required; Masters degree in Industrial/Labor Relations preferred. One to three years of experience in a corporate HR role focused on Labor and Employment law.

SALARY: \$85K - \$100K

CONTACT: https://xerox.taleo.net/careersection/xerox_shared_external_portal/jobdetail.ftl?job=15022346&lang=en&sns_id=mailto.

LEGAL

011757 (First Posted: 7/3/2015)

POSITION: Labor Relations Associate

EMPLOYER: Baker Hostetler LLP

LOCATION: Washington, DC

DUTIES: The Washington, DC office of Baker Hostetler has an immediate opening for a 3rd - 6th year attorney with experience in management-side traditional labor relations law. We offer a competitive salary and excellent benefits package.

QUALIFICATIONS: JD. Must have strong knowledge of the National Labor Relations Act, NLRB administrative and enforcement proceedings, handling of ULPs, and negotiations of collective bargaining agreements. Only candidates having strong academic credentials and excellent written and oral communication skills will be considered.

SALARY: Commensurate with experience.

CONTACT: Please send resume, transcript and writing sample to ewilliams@bakerlaw.com. No phone calls.

EDUCATION

011755 (First Posted: 06/26/2015)

POSITION: Talent Acquisition and Staffing Specialist

EMPLOYER: Princeton University

LOCATION: Princeton, NJ

DUTIES: Princeton University's Office of Human Resources (HR) seeks a collaborative Talent Acquisition and Staffing Specialist. We invite exceptional candidates who share our holistic and flexible approach focused on collaboration, accountability, and inclusiveness. This is an outstanding opportunity for a motivated individual to join our high performing, growing team and contribute to transforming talent acquisition at Princeton University. This position performs a wide range of recruitment services in a high touch, high volume recruiting environment to further the University.

QUALIFICATIONS: Bachelors degree or equivalent experience required. Three to five years of relevant human resource experience, including talent acquisition or talent management, in a comparably sized organization (1,000-3,000 plus employees) with well-developed HR practices is required. Knowledge of relevant employment laws and regulations. Experience in full life cycle recruiting and talent acquisition with a focus on developing diverse candidate pools is preferred. Experience with behavioral based interviewing techniques and practices a plus.

SALARY: \$65K

CONTACT: Apply on-line at

<http://jobs.princeton.edu/applicants/Central?quickFind=66879>.

NON-PROFIT/GOVERNMENT

011751 (First Posted: 06/26/2015)

POSITION: Total Rewards Analyst (Benefits & Compensation)

EMPLOYER: Girl Scouts of the USA

LOCATION: New York, NY

DUTIES: Based in Manhattan and reporting to the Total Rewards Leader of the Girl Scouts of the USA (GSUSA), the Total Reward Analyst is a proven leader in analyzing, designing and administering employee health and welfare programs (medical, dental, life, disability insurance plans, 401(k), etc.) and compensation structures including surveys and analytics. S/he will operate as an astute thought partner who assesses the competitive marketplace in making recommendations on benefits programs for GSUSA. The Total Rewards Analyst serves as in-house educator to all employees about benefits policies and practices which aid in the attraction and retention of GSUSA talent. S/he will also thoroughly understand the broader landscape of leading-edge total rewards programs (compensation, recognition, etc.).

QUALIFICATIONS: Bachelors or Masters degree; Advanced degree an advantage. Deep business acumen and understanding of business strategies and principles. Minimum of seven years of cross-industry experience (nonprofit an advantage) in designing and implementing benefits programs. Previous success navigating an organization through benefits changes/implementations. Extensive knowledge of benefits programs (Health, 401K, etc.) and deep experience working with external vendors. Compensation structures and analytics.

SALARY: Commensurate with experience

CONTACT: For more information visit www.girlscouts.org/careers. Please apply online: https://www.recruitingcenter.net/Clients/girlscouts/PublicJobs/controller.cfm?jbaction=JobProfile&job_id=10181.

011759 (First Posted: 7/3/2015)

POSITION: Human Capital Management Consultant

EMPLOYER: Fuse Corps

LOCATION: San Francisco, CA

DUTIES: Develop a Human Capital Management Plan, San Francisco International Airport (SFO) City and County of San Francisco. San Francisco International Airport is one of the largest and busiest airports in the country and is a major gateway between the United States, Europe and Asia. Starting in October 2015, the Mayor's Executive Fellow within the Airport will begin by working to understand the landscape and current state of human capital management across all divisions at the Airport. This role offers the opportunity to work full-time for 12 months as an employee of the City & County of San Francisco with management-level compensation.

QUALIFICATIONS: Masters degree required, Masters in Business Administration preferred. At least 10 years of professional experience in a relevant field, particularly with a strong background in talent management, leadership development, operational systems development and/or management consulting. The FUSE Fellowship is an equal opportunity program with a core value of incorporating diverse perspectives. We strongly encourage candidates from all backgrounds to apply.

SALARY: Commensurate with experience.

CONTACT: Visit <http://fuse.force.com/Careers> and click the link for "Developing a Human Capital Management Plan" to upload a resume and complete the online application questions in lieu of a cover letter.

011760 (First Posted: 7/3/2015)

POSITION: Executive Director

EMPLOYER: New Immigrant Community Empowerment (NICE)

LOCATION: Jackson Heights, Queens, NY

DUTIES: Promote NICE's mission. Build support for campaigns/programs within/ outside of NICE, working with Member Steering Committee, staff, and Board of Directors to establish goals, strategies in line with NICE's mission.

Create/implement annual fundraising plan with Board/development staff. Oversee fundraising with eye toward diversifying NICE's funding streams. Collaborate with staff, board/ member leaders to build the organization's capacity to support growth objectives. Build key alliances/partnerships to support NICE's campaigns, programs, policy, advocacy/organizing agendas. Work with development, senior staff/ Board to prepare annual budget and ensure that NICE operates within budget.

QUALIFICATIONS: Bachelors degree. Cultural competency and experience working with low-wage immigrant workers from Latin America. Must be fluent in Spanish. Experience and success in fundraising from foundations, government and individuals, with a focus on fundraising for capital projects. Familiarity with federal, state and local initiatives that impact low wage immigrant workers. Minimum of five years of experience in a management role. Working knowledge of non-profit fiscal management, including accounting and budgeting.

SALARY: \$53K

CONTACT: Send resume, cover letter and salary expectations to NICE's Search Committee at NICEEDsearch@nynice.org with the subject: "NICE E.D. search."

011761 (First Posted: 7/10/2015)

POSITION: Executive Fellowship in Civic Innovation

EMPLOYER: FUSE Corps

LOCATION: San Francisco, Los Angeles, Sacramento, CA

DUTIES: For 12 months, FUSE Fellows work within local government to bring innovative approaches and unique solutions to a specific project. Each fellowship is designed to leverage private sector experience to deliver results that have lasting impact. FUSE Fellows are placed at the executive level of local government working with senior leaders of departments and agencies. Prospective responsibilities may include: thorough data analytics and research, developing enhanced operations and financial models, building change management and strategic planning processes, and/or building broad coalitions to support project implementation efforts.

QUALIFICATIONS: Bachelors degree minimum. 10-15 years of professional experience, particularly in the private sector. Progressive success in challenging roles with substantial management responsibilities. Track record of collaboration, team-building and facilitative leadership. Excellent stakeholder management skills. Superior critical thinking and analytical skills. Ability to synthesize information into clear and concise recommendations.

SALARY: \$90K

CONTACT: We encourage candidates to apply for a specific project by clicking on the link to that project on the job board (<http://fuse.force.com/Careers>). If you are interested in multiple projects, you will have the opportunity to indicate that in the application. You only need to submit one application.