



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

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.

011763 (First Posted: 7/17/2015)

POSITION: Employee & Labor Relations Consultant

EMPLOYER: Raytheon

LOCATION: El Segundo, CA

DUTIES: The Labor and Employee Relations role is responsible for the ongoing implementation of all aspects of the Space and Airborne Systems (SAS) Labor and Employee Relations strategy for the West Coast region. This role partners with the Labor Relations Manager in the representation of management in collective bargaining with EAST #1553 and IBEW #2295 (total of approximately 250 employees) and advises all levels of management (from front line leaders to business leadership in multiple functions and mission areas) in the interpretation of labor law and the collective bargaining agreement. In addition, this role provides support in the investigation of all Tier II ER matters, and partners with the SAS HR Community and business leaders to ensure timely resolution of ER issues.

QUALIFICATIONS: Bachelors or Masters degree. Minimum of eight years of HR related experience to include any combination of labor relations, employee relations, training, HRM, compensation, and talent acquisition. Experience communicating with all levels of the organization and establishing relationships. Experience conducting investigations. Demonstrated negotiation skills. Experience collaborating and partnering with HR Generalist. Experience translating legal/labor law, contract, policies in order to coach managers.

SALARY: \$110K+

CONTACT: Visit www.raytheon.com/careers and search for Job ID 65279BR and/or submit a resume directly to Michael Hernandez at michael.a.hernandez@raytheon.com.

011764 (First Posted: 7/17/2015)

POSITION: Labor Relations Manager/Associate Counsel

EMPLOYER: National Fire Sprinkler Association

LOCATION: Patterson, NY

DUTIES: National Fire Sprinkler Association (NFSA) is a nation-wide trade association that has represented the fire sprinkler industry since 1905. NFSA has a great opportunity for a Labor Relations Manager/Associate Counsel to serve on the team that negotiates collective bargaining agreements on behalf of unionized fire sprinkler contractors around the country. Other responsibilities include: assisting in the development of bargaining strategies; developing strong working relationships with members and union officials; conducting research and drafting materials in preparation for negotiations; serving as a trustee on benefit funds; drafting provisions for CBAs; assisting member contractors with contract administration, grievance, and NLRB issues; and aiding in the drafting of Association policies.

QUALIFICATIONS: Bachelors degree in Labor or Industrial Relations, HR, or related field. J.D. preferred, but will consider candidates with other relevant education/experience. Three to seven years of experience in labor relations or labor law. Ability to travel as required.

SALARY: Commensurate with experience

CONTACT: Please email resume, cover letter, and list of references to careers@nfsa.org. Please reference the "Labor Relations Manager/Associate Counsel" position in the subject line.

011765 (First Posted: 7/17/2015)

POSITION: Senior Labor Relations Representative

EMPLOYER: Lockheed Martin Corporation

LOCATION: Marietta, GA

DUTIES: The Marietta Team at the Marietta, GA site of Lockheed Martin Aeronautics has an opening for a Labor Relations Representative Senior. Marietta is located approximately 15 minutes northwest of Atlanta, GA. Our site is home to the work renowned C-130 and C-5 production and modification lines, as well as the P-3 wing and F-35 center wing production lines. This position will report to the Labor Relations Manager and is part of a Labor team supporting approximately 3,500 represented employees located in Marietta, GA., Meridian, MS., Clarksburg, W.VA., and Corpus Christi, TX.

QUALIFICATIONS: Bachelors degree. Negotiations experience. Familiar with grievance procedure administration including settlement negotiations and contribution toward preparation of arbitration presentations. Effective investigative techniques. Ability to interact effectively in a conflict environment. Proficient with Microsoft Office tools.

SALARY: Commensurate with experience

CONTACT: Requisition# 322512 <http://jobs.lmt.co/1TA2U>.

011766 (First Posted: 07/24/2015)

POSITION: Human Resources Business Partner - Corporate Groups

EMPLOYER: Analog Devices

LOCATION: Norwood, MA

DUTIES: Provides a full range of HR leadership to the Corporate Groups (Finance, IS, Legal). Position is responsible for developing HR strategy and managing the development and delivery of a full complement of strategic and tactical HR plans, programs and services. Develops and implements HR strategy, plans and programs that support business strategy, plans and objectives. Provide HR Business Partner support to multiple HR initiatives. Ensure overall organization effectiveness to achieve desired business results. Provide consultation to executives on organization design/structure. Ensure that organizational structure and refinement of the structure is tied to strategic objectives. Coach the senior leaders, providing feedback on personal and leadership effectiveness.

QUALIFICATIONS: Bachelors degree and seven-plus years of experience as an HR Generalist/Business Partner.

SALARY: \$115K - \$142K

CONTACT: To be considered for the position please click on the link below to apply:

<https://analog.taleo.net/careersection/jobdetail.ftl?job=150507&lang=en#.VaQaU-e2FTQ.link>.

SEARCH

011767 (First Posted: 07/24/2015)

POSITION: Group Human Resources Director (Global)

EMPLOYER: Confidential

LOCATION: Northeast

DUTIES: Our client, a technology manufacturer, is seeking a senior-level human resources executive for one of eight operating groups in the Company. As a strategic business partner and member of the Group management team, the Group Human Resources Director (GHRD) aligns business objectives with employees and management in designated global business units, and ensures that the Human Resource plans and programs support the organization's operating goals.

QUALIFICATIONS: Masters degree preferred. The successful candidate will have a minimum of 8 - 10 years of global human resources experience (preferably in a manufacturing environment) and demonstrated success in resolution of complex employee relations issues. Working knowledge of multiple human resource disciplines including: compensation practices, organizational diagnosis, employee and union relations, diversity, performance management, and federal and state respective employment laws is critical.

SALARY: \$125K - \$200K

CONTACT: Expressions of interest should be sent with resume to Search Engagement Lead, Hans Dalmolen at Valletta Ritson & Company: Hans@vallettaritson.com.

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.

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.