



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011742 (First Posted: 6/12/2015)

POSITION: Director of Total Rewards

EMPLOYER: Pacira Pharmaceuticals, Inc.

LOCATION: Parsippany, NJ

DUTIES: Lead the planning, development and implementation of employee compensation policies and programs. Lead merit, bonus and equity processes, including training, communication, administration and implementation; partner with commercial organization on SIP process. Oversee benefits renewal and enrollments processes and manage relationships with benefits consultants and vendors. Conduct compensation analysis, including base compensation and short/long-term incentives. Serve as consultant to HR partners, recruiters and line managers on all pay issues and provide analytical support as needed. Perform job evaluations based on internal equity and external market data. Interface with HRIS on compensation related systems, requirements and tools.

QUALIFICATIONS: Bachelors degree. Ten or more years of experience in compensation and benefits. Manufacturing or Life Science industry experience preferred. Credible Business Partner with ability to build relationships at all levels of the organization. Ability to work at a strategic level while concurrently executing on more tactical matters. Excellent analytical and problem-solving skills. Strong business acumen with sound critical thinking ability. Proficiency in MS (Excel, Word, PowerPoint, and Outlook) and HRIS. Excellent compensation/benefits package that includes Medical/Dental/Vision plans, life insurance, 401(K), short/long term disability and paid time off.

SALARY: Commensurate with experience

CONTACT: Submit resume to careers@pacira.com.

011743 (First Posted: 6/12/2015)

POSITION: Director of Talent Management

EMPLOYER: Pacira Pharmaceuticals, Inc.

LOCATION: Parsippany, NJ

DUTIES: Develop a practical and business focused strategy for learning and development that aligns with the overall business plan. Lead performance management processes including performance reviews, goal and objective. setting process, development planning, rating calibration and related training initiatives. Lead organization inventory processes including succession planning, talent assessment and career development actions. Oversee all colleague learning and development including leadership, compliance, commercial and supervisory skills. Oversee headcount tracking, HRIS and HR analytics processes and systems. Lead culture initiatives including engagement survey and values/competencies. Support organization design and change management requirements. We offer an excellent compensation/benefits package that includes Medical/Dental/Vision plans, life insurance, 401(K), short/long term disability and paid time off.

QUALIFICATIONS: Bachelors degree. Ten or more years of experience in talent management/assessment, learning and organization effectiveness. Manufacturing or Life Science experience preferred.

SALARY: Commensurate with experience

CONTACT: Submit resume to careers@pacira.com.

011744 (First Posted: 6/12/2015)

POSITION: Director of Talent Acquisition-Contract

EMPLOYER: Pacira Pharmaceuticals, Inc.

LOCATION: Parsippany, NJ

DUTIES: Develop the talent acquisition strategy for the company. Partner with business leadership in evaluating staffing needs (workforce planning) and address any gaps in talent. Provide managers with the tools they need to interview, select, convert and on-board candidates effectively. Manage contractual relationships with vendors/placement agencies (retained and contingent), job boards and various internet job search sites. Ensure Pacira brand quality in overall candidate experience. Oversee internal posting process. Drive delivery of team performance through defined metrics and clear productivity standards. Serve as a supervisor. Work closely with the HRLT, ELT and external partners. We offer an excellent compensation/benefits package that includes Medical/Dental/Vision plans, life insurance, 401(K), short/long term disability and paid time off.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Ten or more years of experience in both in-sourced and out-sourced talent acquisition. Manufacturing or Life Science experience preferred. Credible Business Partner with ability to build relationships at all levels of the organization. Ability to work at a strategic level while concurrently executing on more tactical matters. Excellent analytical and problem-solving skills. Strong business acumen with sound critical thinking ability. Ability to travel approximately 10-20%.

SALARY: Commensurate with experience

CONTACT: Submit resume to careers@pacira.com.

011745 (First Posted: 6/12/2015)

POSITION: Labor Relations Manager

EMPLOYER: Disney Parks and Resorts

LOCATION: Anaheim, CA

DUTIES: Provide guidance to team members and management with regard to Company policy/practices/collective bargaining agreements and employment law. Administer collective bargaining agreements including assisting in negotiations, processing grievances and fostering positive labor/management relations. Effectively create summaries and other documents related to the labor relations function. Strategically interact with all levels of leadership, including executives, to support business initiatives within a unionized environment. Interface with state and federal administrative agencies, as necessary.

QUALIFICATIONS: Bachelors degree, Masters in Business Administration or Law degree. Demonstrated skills and abilities in the following: labor negotiations; established professional working relationships while working under adverse conditions; experience in administration of Collective Bargaining Agreements; understanding of all aspects of labor and human resources related laws, regulations, policies, principles, concepts and practices, including but not limited to Title VII, ADA, FMLA and the NLRB.

SALARY: Commensurate with experience

CONTACT: Apply online at: https://xjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=25348&siteid=5039&jobid=244250&codes=MEDIA_UNIV_CORN.

011746 (First Posted: 6/12/2015)

POSITION: Senior Compensation and Benefits Manager

EMPLOYER: Boar's Head Brand

LOCATION: Sarasota, FL

DUTIES: In collaboration with others, lead the development of the organization's total reward strategy and policies across all businesses and functions, assuring internal equity and external competitiveness. Providing leadership, guidance and direction, ensure the local and national deployment of the company's compensation processes, projects and change programs including annual pay reviews, salary structures and all incentive programs. Direct the design, implementation and administration of group health and welfare plans including medical, life insurance, accident insurance, long and short-term disability, profit sharing, and retirement programs.

QUALIFICATIONS: Bachelors degree in Business, Human Resources, or related field; Masters degree preferred. Minimum of eight years of experience as a subject matter expert in compensation and benefits. Prior experience managing a compensation and benefits department. Demonstrated experience effectively working with senior leadership and external consultants as it relates to the overall management of compensation and benefits design and administration. Demonstrated in-depth knowledge and experience in effectively leading the wide-spectrum compensation and benefits programs.

SALARY: Commensurate with experience

CONTACT: Please apply online at:
<https://careers-boarshead.icims.com/jobs/1100/sr.-compensation-%26-benefits-manager/job>.

011747 (First Posted: 6/12/2015)

POSITION: Senior Analyst-Benefits & Compensation

EMPLOYER: Westlake Chemical

LOCATION: Houston, TX

DUTIES: Analyze and monitor the costs, trends, and competitive design of the various benefit plans. Remains abreast of changes in laws, regulations, and court precedents affecting the administration of the benefit plans. Reviews and analyzes internal and external reporting in regard to benefits cost and design. Participates in and initiates surveys relative to benefits costs and design. Maintains familiarity with benefits and pay practices provided for employees of industry and geographic competitor companies. Analyzes survey data to be used when making recommendations for plan design changes. Analyzes annual benefits benchmarking and prepares related reports and presentations. Analyzes and monitors costs and trends.

QUALIFICATIONS: Bachelors degree. Specific knowledge of the HR and benefit plans and programs offered by the Company. Specific knowledge of laws and regulations pertaining to HR general, health, welfare and retirement and savings plans. Strong qualitative skills. Ability to research/resolve problems or issues in a timely manner. Ability to develop analytical data. Ability to work independently on a day-to-day basis. Strong communication skills (verbal and written).

SALARY: Commensurate with experience

CONTACT: Please go to the website and put in an application:

<https://chc.tbe.taleo.net/chc02/ats/careers/requisition.jsp?org=WESTLAKECHEM&cws=1&rid=1007>

EOE AA M/F/Vet/Disability.

011750 (First Posted: 6/12/2015)

POSITION: Client Solutions Director

EMPLOYER: General Assembly

LOCATION: New York, NY

DUTIES: Serve as the main point of contact for clients in program development and execution. This individual understands our clients' businesses, demonstrating knowledge of client industry and active listening skills, and translates their challenges into industry trends and opportunities. You will own existing client relationships and projects to ensure seamless design, development and delivery. You will contribute to proposal development for key accounts, and participate in high value proposal discussions and negotiations. By leading management of educators during design, development and delivery you will create an environment on project teams where overall expectations and priorities are clear and routines are in place to help accelerate development and improve quality.

QUALIFICATIONS: Bachelors, MBA, or Master's degree, or five to seven years of directly related experience in project management in consulting, executive education, learning and development and/or change management. Requires a keen market orientation and experience in successful business development. A record of significant program and operational management experience running client portfolios, developing high-level contacts, developing new business, and managing on-going client relationships and programs.

SALARY: \$90K - \$100K

CONTACT: Please apply online at: <https://boards.greenhouse.io/generalassembly/jobs/57237#.VXedq5NVhBd>.

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.tbe.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.

LEGAL

011757 (First Posted: 7/3/2015)

POSITION: Labor Relations Associate

EMPLOYER: Baker Hostetler LLP

LOCATION: Washington, D.C.

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. Baker Hostetler is an equal opportunity employer.

QUALIFICATIONS: Law degree. 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

011749 (First Posted: 6/12/2015)

POSITION: Workers Rights Staff Attorney

EMPLOYER: National Day Laborer Organizing Network

LOCATION: New York, NY

DUTIES: Responsible for overseeing NDLO's workers rights campaigns and projects including wage theft, health and safety, and collaborations with union allies. Work in collaboration with NDLO member organizations and diverse allies to coordinate and advance local, state and federal legal and policy strategies and worker organizing. Provide advice and counsel, and in some cases representation, to community members on workers rights issues. Engage in local and statewide coalition building. Assist with administrative relief implementation strategies. Develop legal and advocacy strategies to support organizing efforts of low-income immigrant communities at the intersection of immigrant and workers rights. Support and strengthen collaboration between NDLO, its members, and USW to provide OSHA 10 and other trainings to day laborers in NY/NJ and nationwide. Develop and launch new wage theft mobile app to serve as a resource for members and workers. Support regional organizing in New York and New Jersey area. Build and strengthen collaboration with LIUNA Local 55 and other partners towards organizing in residential construction industry. Build capacity of NDLO member organizations.

QUALIFICATIONS: Bachelors degree and Law degree. Demonstrated commitment to advancing the rights of low-income workers, people of color, and/or immigrant communities. Excellent research, analytical, written and oral communication skills. Ability to work with a diverse group of mission-driven lawyers, organizers and staff with a range of substantive knowledge, experience and expertise. Highly motivated and self-starting. Bilingual skills in Spanish.

SALARY: \$50K

CONTACT: Application packet must include: cover letter, resume, salary history, legal writing sample and three references. Please send to jobs@ndlon.org with subject line ""Workers Rights Staff Attorney."

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, California

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."