



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011693 (First Posted: 1/23/2015)

POSITION: HR Generalist

EMPLOYER: IIR USA

LOCATION: New York, NY

DUTIES: Do you have a nose for talent? Are you a master networker of 500+ connections with industry thought leaders, B-2-B media professionals and Human Resource colleagues? Are you a champion of social recruiting, building employee brand, optimizing mobile recruiting and researching passive candidates? Do you enjoy working in a fast-paced environment where speed, agility, quality and intellectual horsepower are keys to success? If you answered yes to all of the above, then you are looking in the right direction for your next career move! IIR USA is looking for an HR Generalist with a strong recruitment background who is capable of juggling employment relations issues while incorporating creativity and "out of the box" ideas to source and ultimately hire some awesomely talented people.

QUALIFICATIONS: Bachelors degree. A minimum of four years of experience as a recruiter or talent acquisition manager. Highly desired but not required: A minimum of two years as an employee relations manager/networking with candidate relationship management skills. Ability to source for multiple positions, including passive and active candidates. Working knowledge of Human Resources generalist functions (e.g., employee relations, employment law, recruitment, FLSA, EEO, benefits, compensation, and training) and Human Resources related regulations and practices. HRIS knowledge a plus. Sense of urgency paired with excellent customer service skills.

SALARY: Commensurate with experience

CONTACT: Email resume to amills@iirusa.com.

011694 (First Posted: 1/30/2015)

POSITION: Director of Human Resources

EMPLOYER: Continental Structural Plastics, Inc.

LOCATION: Carey, OH

DUTIES: For more than 40 years, Continental Structural Plastics (CSP) has provided leading-edge technologies in lightweight materials and composite components for the automotive, heavy truck, HVAC and construction industries. CSP holds more than 50 patents covering materials development and manufacturing processes in composite materials formulation, engineering design and manufacturing technologies. Responsibilities for this position include: Creating policies and procedures for labor relations within the assigned facility and creating best practices for all unionized locations. Negotiating collective bargaining agreements with the UAW and Teamsters, handling grievances and establishing a positive, working rapport with the local/regional union committees and members. Managing the union grievances. Representing the Company at all union meetings, arbitrations and hearings to resolve union issues. Establishing a positive working relationship with the Regional Union representative to proactively communicate with the union.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations or Management with Labor Relations emphasis. A minimum of one year experience in the field working in a unionized facility with proven experience with the UAW or participation in an internship program that provided such experience. Strong verbal and written communication skills. Ability to effectively work with all levels in the facility and the Corporate office. Proven conflict resolution skills. Physical Requirements include: Working in an office environment. Minor time working on a manufacturing/plant floor. Sitting, standing, and walking, mostly at the incumbent's discretion. Normal visual acuity required for computer work. Some local and overnight travel may be required to other CSP unionized facilities or the Corporate office. Some exposure to noise, temperature extremes, moving parts, fumes, etc. in a plant environment if employee is on the plant floor.

SALARY: Commensurate with experience

CONTACT: Please send resume with cover letter stating salary requirements/willingness to relocate to the Findlay, OH area to: Jackie.Stevens@cspplastics.com.

011695 (First Posted: 1/30/2015)

POSITION: Benefits Manager

EMPLOYER: Allianz Asset Management

LOCATION: Newport Beach, CA

DUTIES: The Employee Benefits Manager is a diverse role that requires a balance of plan management and administrative/analytical capabilities. Responsibilities include: Managing and administering employee benefits in the US for 2,700+ employees. Providing US market expertise and ensuring that appropriate policies and procedures are implemented to support the company's business objectives. Managing Employee Benefit programs such as Health and Welfare and 401k plans in a manner consistent with the firm's global benefit principles. Developing communications to inform and educate employees about benefit plans, programs and changes. Maintain US intranet site as a communication tool. Partner with International Employee Benefits Manager to ensure firm-wide consistency. Assisting with design and development of benefit policies and benefit plans, while consideration is given to market practice, legislation, as well as firm-wide global consistency.

QUALIFICATIONS: Bachelors degree required, Master preferred. Minimum eight years of experience as a benefits professional with a majority of time supporting US or North America benefits. Strong knowledge and experience with US benefit practices. Experience working with and partnering with cross-functional teams to build relationships. Ability to work independently and manage a wide variety of projects simultaneously and under tight deadlines. Ability to balance "hands-on" administrative needs with client facing responsibilities. Proven leadership and communication skills including the ability to effectively facilitate meetings, lead and participate in team building activities. Strong commitment to producing quality work and attention to detail to ensure work is delivered completely, accurately, and on time. Must be organized and have proficient follow-up skills. Advanced PC skills, specifically with Microsoft Excel, Word, PowerPoint and Outlook. Brainshark knowledge is preferred. Experience using PeopleSoft is helpful. Some travel required.

SALARY: Commensurate with experience

CONTACT: Please e-mail CV, cover letter and salary history to HumanResources@AllianzAM.com.

011698 (First Posted: 2/6/2015)

POSITION: Labor & Employee Relations Consultant

EMPLOYER: Raytheon

LOCATION: Largo, FL

DUTIES: Responsible for the ongoing implementation of all aspects of the Labor Relations strategy at the Largo, FL and Fort Wayne, IN locations. This role represents management in collective bargaining with UAW #298 and USW Local 7-0254, (total of approximately 300 employees) and advises all levels of management in the interpretation of labor law and the collective bargaining agreement. In addition, this role provides support to all SAS locations in the investigation of escalated employee relations matters, and partners with the SAS HR Community and business leaders to ensure timely resolution of employee relations issues.

QUALIFICATIONS: Bachelors degree in Business, Human Resources or related field is required. Masters degree is preferred. Minimum of eight years of HR related experience to include any combination of labor relations, employee relations, training, HRM, compensation, and talent acquisition.

SALARY: 100K+

CONTACT: For additional information and to be considered visit www.raytheon.com/careers and search for Job ID 61445BR. In addition, you may send a resume to Michael Hernandez at Michael.a.hernandez@raytheon.com.

011699 (First Posted: 2/6/2015)

POSITION: Director, Retirement Plans

EMPLOYER: AbbVie Pharmaceuticals

LOCATION: North Chicago, IL

DUTIES: The Director, Retirement Plans plays a strategic, consultative and tactical role in managing company-sponsored retirement plans on a worldwide basis. The position provides vision and leadership in the development and execution of retirement plan strategies and, in partnership with both internal and external stakeholders, is accountable for their implementation, management and administration. Responsibilities Include: Leading the development and execution of global retirement plan solutions for AbbVie employees and retirees, focusing on all regions around the globe, with \$4.5 billion in plan liabilities covering over 26,000 employees in 60 plus countries. Developing and presenting recommendations to management for establishment of new programs, and the adjustment of existing programs. Facilitating cross-functional collaboration on the development, implementation and on going management of programs, including: area/country management, HR and Total Rewards, Finance, Treasury, Accounting, Legal and external consulting partners and plan administrators. Oversees all consulting/vendor relationships associated with the administration of plans.

QUALIFICATIONS: Bachelors degree in relevant subject area is required, Masters degree is preferred. Strong actuarial background required. Over ten years of management and/or consulting experience in retirement plan strategy, design and management. Global, well-rounded expertise of both defined benefit and defined contribution retirement plans. Solid working knowledge of the US, European, Asian and Latin American regions as it relates to the development and execution of retirement programs, strategies and processes.

SALARY: \$140K+, benefits, competitive compensation package

CONTACT: Contact Shahnawaz Ahmed directly at shahnawaz.ahmed@abbvie.com.

LEGAL

011691 (First Posted: 1/16/2015)

POSITION: Benefits & Tax Attorney

EMPLOYER: Jones Walker LLP

LOCATION: Washington, DC

DUTIES: Attorney to work in executive compensation, employee benefits and corporate tax areas as part of the firm's overall corporate, securities, bank regulatory and mergers and acquisitions practice. Responsibilities will include the design, drafting, and implementation of tax-qualified and non-qualified deferred compensation, equity and retirement programs for executives and employees, employee stock ownership plans, 401(k) plans, stock bonus plans, stock option plans, supplemental executive retirement programs, and various types of employment agreements, change in control agreements and severance arrangements; analysis of IRC 280G, 409A and 162(m) issues. Also includes Federal taxation issues related to corporate reorganizations.

QUALIFICATIONS: J.D. required. Successful candidates will have a minimum of one to five years of relevant experience. Advanced coursework or Masters degree in taxation or employee benefits a plus. Experience in the areas of Federal securities law reporting and compliance a plus.

SALARY: Commensurate with experience

CONTACT: Please send resume and cover letter to RFisch@JonesWalker.com or by fax to: 202-379-1731.

UNION

011690 (First Posted: 1/16/2015)

POSITION: Senior Field Researcher - Higher Education Campaign

EMPLOYER: Service Employees International Union

LOCATION: New York, NY

DUTIES: This position can be based in Boston, MA; New York, NY or Los Angeles, CA. Purpose: To represent and assist the International Union in field research; coordinate campaign research, utilizing information from and about workers, employers, economic / financial research on target or industry; act in a leadership role with other staff; identify other campaign issues and research them. The Senior Field Researcher plays an integral role in planning, implementation, and evaluation of the campaign and participates in team leadership of campaign. Develop description of regulatory schemes; develop summary histories and listings of current key issues and developments. Research and summarize firm's line of business/products/services stature and relevant market dynamics. Help lead staff to plan and execute campaign strategy and tactics.

QUALIFICATIONS: Bachelors degree required.

SALARY: Commensurate with experience

CONTACT: Apply here: <http://www.Click2apply.net/v2rntpc>.

011696 (First Posted: 2/6/2015)

POSITION: Millennial Coordinator

EMPLOYER: SEIU International

LOCATION: Washington, DC

DUTIES: Responsibilities will include: Developing programs that ensure that young SEIU members have increased and meaningful involvement and leadership roles in the primary goals of the union. Working directly with local unions and IU departments to plan, develop and implement a program to engage young members and develop their leadership. Developing curriculum and providing education and training and support for local union staff, and member leaders. Planning and overseeing production of materials for the program. Researching and identifying local best practices and existing resources that relate to youth involvement and leadership development inside the locals, including those around division goals, and establish a system to catalogue and organize local best practices information in a way that is sustainable. This position reports to the Deputy Director of the Member Leadership and Action Department.

QUALIFICATIONS: Bachelors degree in Labor Relations, Business Administration, Politics, Public Policy or Liberal Arts required. A minimum of five years experience demonstrating progressively greater responsibility in a union, political or issue-driven environment. Over three years experience in developing member and staff leaders, implementing and evaluating programs and organizing in a union, political or community context.

SALARY: Commensurate with experience

CONTACT: Please apply online at <http://www.Click2apply.net/fhpmprp>. Cover letter is required.

NON-PROFIT/GOVERNMENT

011689 (First Posted: 1/16/2015)

POSITION: Labor & Employee Relations Manager

EMPLOYER: Kaiser Permanente

LOCATION: Washington, DC Area

DUTIES: Consult with management on Labor Relations, Employee Relations, HR Policy and Equal Employment Opportunity issues. Ensure that all Human Resources practices are in compliance with regulatory requirements, internal policies, labor contracts and relevant statutes. Consult with managers to provide expertise and guidance in strategy development as well as execution, planning, and facilitation of labor and employee relations matters. Facilitate resolution of labor grievances, disputes, employee issues and concerns. Conduct investigations and coordinates arbitrations and litigations with Regional Labor Relations Manager, HR Compliance and the Legal Department.

QUALIFICATIONS: Bachelors or Masters degree in Labor Relations or Business Administration with an emphasis on human resources or labor relations and/or four years of experience in a directly related field.

SALARY: Commensurate with experience

CONTACT: Please send your resume with cover letter expressing interest to Jill Andrews at jill.x.andrews@kp.org.

011692 (First Posted: 1/16/2015)

POSITION: Human Resources Officer

EMPLOYER: University System of Maryland

LOCATION: College Park, MD

DUTIES: Provide support and guidance at a senior level in a full range of human resources functions to University System of Maryland (USM) leadership and the twelve institutions of the USM; develop, coordinate and review HR programs at the USM level; analyze and report USM HR data to USM Chancellor, Board of Regents and external agencies; engage in collective bargaining negotiations; coordinate HR activities with representatives of USM institutions and state agencies. Detailed description at: http://www.usmd.edu/usm/employment/HROfficer_20150109.html.

QUALIFICATIONS: Masters degree in Human Resources, Law degree or other advanced degree with five to seven years of progressively responsible experience; or relevant bachelors degree with eight to ten years of experience.

SALARY: Commensurate with experience

CONTACT: Apply by January 30, 2015 via email to: hr-officer@usmd.edu or by mail to Search Committee for Human Resources Officer, USM 3300 Metzgerott R., Adelphi, MD 20783.

011697 (First Posted: 2/6/2015)

POSITION: Senior Labor Relations Specialist

EMPLOYER: The Port Authority of NY & NJ

LOCATION: Newark, NJ

DUTIES: The Labor Relations Department is seeking an experienced Labor Relations professional to join our team. In this position, you will be part of a team that is in active negotiations with twelve unions. Given that all contracts are currently expired, the Labor Relations Department has a unique opportunity to negotiate similar agency initiatives across the board.

Responsibilities: Reporting to the Assistant Director, Labor Relations the selected candidate will be responsible for a wide range of functions in support of the Port Authority's collective bargaining process. Key functions include but are not limited to: participating in all aspects of labor negotiations including strategy sessions; assisting in the identification of issues and drafting management proposals; detailed note taking.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations and a minimum of five years experience in the Labor Relations field. A Masters degree in Industrial and Labor Relations is preferred. A successful record of accomplishment of seven to ten years of progressively responsible experience in the Labor Relations field is preferred.

Demonstrated ability to conduct thorough and factual investigations and present findings in a clear, concise and persuasive format.

SALARY: Commensurate with experience

CONTACT: Interested candidates should apply to this job by going to <http://www.panynj.gov/careers/>. Search for the Labor Relations Specialist position and follow the application instructions on the job description.