



DIRECTOR, HUMAN RESOURCES

Client Information

Our client is the largest overseas subsidiary of one of the world's largest trading companies.

Located in New York City, this position will provide an attractive six figure base salary, as well as participation in the company's Incentive Compensation program along with an exceptional comprehensive benefits program.

Position Dimension & Key Responsibilities

The Director, Human Resources will report to the Vice President, Human Resources and will serve as the #2 Human Resource executive for our client's New York headquarters and subsidiary operations (23) throughout the United States.

- Create an environment that fosters a high level of organization effectiveness and continuous improvement
- Maintain positive employee relations and morale throughout the organization
- Training & Development. Provide training and development opportunities to meet business objectives. Identify development areas for both the business and individuals. Coach individuals on development areas and provide tools to improve performance. Ensure that effective development plans are in place
- Manage recruitment efforts and assuring that business needs are met and employment decisions are fair and consistent
- Assist in development of local compensation and benefits programs that are competitive and are consistent with the client's organizational philosophy and business needs and help to position the client as a premier employer
- Work with the Home Office and subsidiary executives to identify and plan for programs that meet short term and long-term business needs
- Develop communication programs and tools that increase employee awareness, understanding and appreciation of the company's corporate values
- Assist in identifying, evaluating and resolving employee relations and work performance problems within the company
- Supervise staff of three employees

IDEAL CANDIDATE PROFILE

- This position will be of interest to HR professionals having prior generalist experience and who have been a strategic business partner, having implemented HR programs that have direct business relevancy
- The ideal candidate will have a thorough grounding in all human resource disciplines through experience and training
- Minimum of 10 years of significant experience preferably in a globally recognized company where the person will have served as an agent of change
- The candidate must be able to quickly assess the company's existing strengths and recommend a strategy for building on those strengths, leading the company to higher levels of performance
- Knowledge and experience in compensation, benefits, recruitment, policy/procedure development, compliance, and employee relations
- Proven record of accomplishment in upgrading and enhancing a human resource function
- Prior experience with a global/foreign-owned company preferred
- Ability and interest in expanding the traditional role of the human resource function to address broader organizational and work related issues
- Broad interests and knowledge beyond the workplace; an ability to deal on a personal level with people who are professionally/personally committed to achieving high levels of performance in a highly competitive marketplace
- A strong leader with prior demonstrated experience and track record of accomplishment
- Team orientation – “roll-up-the-sleeves” style
- Hands on experience in moving authority downward in an organization through appropriate team building efforts
- An advocate of ideas and issues in a cooperative, non-bureaucratic fashion. An “influencer and catalyst for change”
- Ability to successfully implement recommendations and deliver on project due dates
- Promote ethical behavior within the organization and be the champion of the company's core values
- Must be viewed as a “knowledge source”
- Good listener and observer who can exert influence
- Ability to communicate and negotiate effectively with all levels of management