



HUMAN RESOURCES MANAGER

Client Information

Our client is one of the largest food producers in the world, with its parent the global leader in cultured dairy products and biscuits.

This position is located in an attractive suburb of Salt Lake City, Utah.

The ability and willingness to relocate for future promotional opportunities is essential.

This position will provide an attractive base salary, complemented by Management Incentive, predicated on both individual objectives and operating business results.

The Human Resources Manager will report directly to the Vice President, Operations and functionally to the Director of Human Resources, Operations.

Position Dimension & Key Responsibilities

This position will serve as the senior Human Resource executive for the company's West Jordan, Utah high-speed dairy packaging operation, responsible for all human resource activities for this three-shift, 187 person facility:

- Ensure legal compliance to labor and employment law. Minimizes legal risks by ensuring that policies are enforced in a fair and consistent manner
- Create environment that fosters high level of organization effectiveness and continuous improvement
- Institutionalize human resources initiatives. Support local community initiatives
- Maintain positive employee relations and morale in the plant; create an environment free of unsafe acts and unsafe working conditions
- Handle 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 by identifying candidates in a timely manner. Ensure business needs are met and that employment decisions are fair and consistent
- Develop and ensure communication programs and tools that increase employee awareness, understanding and appreciation of the company's corporate values of Passion, Agility, Respect and Teamwork. Advise and guide the HR function to ensure that all human resource issues are addressed

- Develop and support the HR function with the implementation of plans and programs such as Rewards, Training, Union Avoidance and other company-wide initiatives to ensure the most effective utilization of human resources
- Assist in identifying, evaluating and resolving employee relations and work performance problems within the company to improve employee relations' skills and work performance. Assess employee relations and work related problems that adversely affect employee morale and company/department productivity
- Prepare human resources strategic plan that may include forecasts that project employment needs
- Develop and maintain a human resources system (HRIS) that meets management information needs
- Supervise staff of three employees

Ideal Candidate Profile

- A HR professional who has been a strategic business partner, having implemented HR programs that have direct business relevancy; a thorough grounding in all human resource disciplines through both experience and training
- Must be able to quickly assess the company's existing strengths and recommend a strategy for building on those strengths and lead the company to higher levels of performance
- Proven record of accomplishment in upgrading and enhancing a human resource function
- An action orientation with the ability to implement and manage the human resource function as a full partner in the success of the company
- Hands on experience in moving authority downward in an organization through appropriate team building efforts; ability to establish trust and rapport at all levels of the organization
- Must possess strong negotiating, written and oral communication skills
- An advocate of ideas and issues in a cooperative, non-bureaucratic fashion. An "influencer and catalyst for change"; promote ethical behavior within the organization and be the champion of the company's core values

Education & Experience

- BS or BA degree; MBA desired
- Minimum of 10 years of significant experience preferably in a globally recognized CPG related company where the person will have served as a primary agent of change