

VICE PRESIDENT, HUMAN RESOURCES

THE COMPANY

Our client is the North American market leader in the design, manufacture and distribution of decorative thermally-fused melamine panels (low pressure laminates) and high pressure laminates that are used as durable and economical substitutes for natural surfacing materials such as wood, stone and ceramics. Products are used in a wide variety of residential and commercial indoor surfacing applications, including bath and kitchen cabinets, furniture, store fixtures, flooring and displays, work surfaces, countertops, and other specialty applications. With sales of \$350MM, there is an acquisition strategy to achieve \$1B in sales in the next several years.

LOCATION, REPORTING RELATIONSHIP & COMPENSATION

Located in Fairfield County, CT, this position reports to the Chief Executive Officer and will provide a competitive base salary with a targeted bonus of 30%.

POSITION RESPONSIBILITIES

This position will serve as the senior human resources executive and have comprehensive accountabilities. Direct and manage all activities pertaining to the integration of newly acquired operations. Manage union relations with newly acquired operations to include transitional bargaining and ongoing collective bargaining with international unions. Develop and maintain systems of recruitment and selection to attract and retain highly motivated and talented candidates to meet current and future needs.

Upgrade the human resource function as part of the company effort to position itself as a world-class organization. Work closely with the senior executive team and operating unit heads to help ensure that each unit (e.g., plant, distribution center) operates efficiently to achieve its objectives and is consistent with the company's core values, goals and operating philosophy.

Maintain the company's "non-organized" philosophy and posture, where appropriate. Develop and initiate plans and programs to reduce turnover and build employee retention. Lead human resource activities in the areas of hiring, training and development, compensation, benefits, performance evaluation etc., and recommend and implement strategies and plans for improving their effectiveness. Develop and implement human resource expertise, including compensation, benefits, Affirmative Action, ADA, employment and training for salaried, non-union and unionized personnel.

Establish strong working relationships with members of the business unit management to ensure that issues of common concern are surfaced and addressed in a timely, effective manner and that HR functions are perceived positively by their user groups. Provide effective leadership in developing an appropriate company culture, executive development, and reward systems so that there is a positive work environment, future leaders are developed, and compensation and benefit policies and practices support company goals. Oversight and involvement in all employee relations issues. Communications to employees, including company publications and newspapers.

IDEAL CANDIDATE PROFILE

This position will be of interest to HR professionals who have been a strategic business partner, having implemented HR programs that have direct business relevancy. Proven record of accomplishment in building a well regarded HR function (internally and externally.)

The ideal candidate will have a thorough grounding in all human resource disciplines through both experience and training to include extensive background and experience in union relations: bargaining, grievance and arbitration, policy and work rules, wages and benefits, and employment law in a multi-plant, multi-divisional environment.

Minimum of 15 years of significant experience in a mid to large size manufacturing related company where the person will have served as a primary 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 and lead the company to higher levels of performance.

Knowledge and experience in compensation and benefits, policy & procedure development, compliance, preventive labor relations (in addition to unionized labor experience, stated above) and recruitment areas. Experience with a diverse workforce. A strong leader with prior demonstrated experience and track record of accomplishment in both union/non union companies.

Team orientation - "roll-up-the-sleeves" style. Must be seen as a champion of our client's culture and values. Ability to successfully implement recommendations and deliver on project due dates. Apolitical. Superior intelligence. Enthusiastic. Action oriented. Non-threatening style.

Promote ethical behavior within the organization and be the champion of the company's core values. Must be viewed as a "knowledge source." Work well with strong personalities. Good listener and observer who can exert influence and be able to communicate and negotiate effectively with all levels of management.

Must possess self-confidence, flexibility, intellectual curiosity, creativity and good business judgment. Must be personable, sensitive, confidential, energetic, an interdisciplinary team leader and strategic thinker with good instincts. Pragmatic/problem solver. Self-directed and "street wise." Able negotiator in union environment. Ability to establish trust and rapport at all levels of the organization.

Candidate should have an undergraduate degree. An MBA or related advanced degree is preferred.