

Seeking Regional Human Resources Manager

We are currently seeking a human resources manager in the Fridley, MN area for a regional, multi-state role, with at least 25% travel.

This strategic business partner and talent manager reports to the Director of HR and is expected to:

1. Develop and oversee workforce plans including recruiting and staffing strategies to optimize business unit talent acquisition and retention.
2. Design and develop training and development programs including safety, management, supervisory, and value-added training.
3. Communicate organizational changes and assist managers and employees as needed.
4. Assure distribution centers comply with all federal, state, and local laws governing employment.
5. Coordinate, manage, and measure safety programs including training, compliance, policy development, and workers' compensation.
6. Manage and monitor risk management program
7. Design and maintain affirmative action plans by conducting statistical analysis and documenting progress in the AAP.
8. Measure distribution centers performance in the areas of human resources and safety and present information to corporate management, and customers.
9. Manage the employee performance evaluations and career development processes.
10. Assist distribution center leadership team with budget formulation and management.
11. Provide value-added services including strategic management, leadership development, and project management.
12. May be assigned as a subject-matter expert on one or more human resource disciplines for the company.
13. Other duties as assigned.

MINIMUM REQUIREMENTS

- Candidates should possess a bachelor's degree in human resources management or other directly related field along with 8+ years of progressive human resources related experience.
- Ability to travel at least 25%.
- Positive professional demeanor, excellent interpersonal skills and ability to work as a team.
- Must be a self-starter with the ability to balance conflicting points of view, function effectively under pressure and demonstrate discretion, integrity, and fair-mindedness.
- Track record of developing successful client relationships/business partnerships
- Proven ability to anticipate business needs, think proactively and respond appropriately.
- Experience managing multiple projects concurrently, demonstrating a sense of urgency and results orientation.

- Effective communication, written and grammar skills, emphasizing attention to detail.
- Proficient with HRIS and MS Office programs with intermediate MS Excel skills.

Preferred:

- Master's degree
- SPHR or PHR certification

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Thank you-  
Sara Kujala  
Director, Human Resources  
The Martin-Brower Company