

**SR HR Business Partner
Walterboro, SC**

Company Profile:

Gehl Foods, LLC is a high growth organization with a rich history of being an innovative leader in their industry. Gehl Foods produces ready-to-serve dairy products. Along with their quality products, they are a pioneer in aseptic packaging that allows for products such as pudding, cheese sauces, yogurt, and many others, to have a longer shelf life. You can find their products at various stadiums and arenas across the country as well as in your local grocery store and restaurants. More than a million people consume Gehl products each day in the United States!

Summary of Position

Reporting to the VP of Human Resources, the SR Human Resources Business Partner acts as change agent by working with assigned Business Unit leaders to drive HR initiatives focused on achieving business results. The HR Business Partner is a key member of the Sr. leadership team responsible for employee relations, training and coaching HR policy interpretation and implementation, and overall integrity of employee information and documentation. You will be responsible for overall strategy and the execution of the day-to-day functions of assigned facility human resources related activities.

Why Consider this Opportunity:

- **Be part of an organization rich in history that continues to grow aggressively with an exciting future**
- **High visibility within the organization in an impact, change agent role**
- **Be the first HR professional in a newly acquired business- you have the opportunity to build out the function with the support of a well established organization.**
- **You will see the results of your efforts**
- **Family oriented culture with flexibility**

What you will do:

- Act as a business partner for Business Unit leaders providing counseling and support as necessary in dealing with employer/employee relations' issues and interpretation/application of employment policies and procedures. Work directly with leadership to resolve more complex issues and advises management on the appropriate resolution.
- Provide comprehensive support including advice, coaching and consultation with line managers/supervisors and employees on issues including performance management, career development, harassment/discrimination, termination, and other workplace issues. Ensures proper documentation and provides reporting to senior management to aid in workforce planning/management.
- Manage the annual performance review and associated compensation adjustment process and provide reporting to senior leadership on compliance and outcomes.
- Partner with the organization's trainer on all production related training programs to provide insight and suggestions related to the use of testing, the tie to performance plans and/or career progression, and ways in which to ensure employees are prepared for position responsibilities.

- Assist with the design and delivery of the organization's internal communications strategy including developing and producing a variety of employee communications (i.e. newsletter, meeting series, announcements, etc.)
- Assist with the design and implementation of employee retention activities including the identification of potential at-risk employees; development of resources for managers; administering surveys and feedback modules; coaching and training for management team members, and other related retention activities.
- Assist with the design and delivery of management training and development programs designed to improve the capabilities of leaders in each Business Unit.
- Work on departmental and organizational strategic projects as assigned to move the organization forward.
- Work with leaders to identify and implement staffing plans for non-production personnel including the identification of sourcing strategies, interviewing/selection criteria, final offer recommendations and on-boarding plans.
- Ensure compliance with corporate and plant safety standards and with applicable regulatory requirements while following the company's Good Manufacturing Practices.

Qualifications & Requirements:

- Human resources generalist experience including demonstrated track record of success
- Demonstrated proficiency and knowledge in training, leadership coaching, organizational design, employee relations, and compensation practices
- Thorough understanding of all employment laws and their practical application in the workplace
- Solid organizational skills with the ability to prioritize in a fast paced environment with multiple priorities
- Solid analytical and problem-solving skills including problem identification, analysis, action planning and execution
- Ability to maintain a high level of confidentiality by exercising tact and maturity in sensitive situations
- Ability to interpret and understand policies and relate them to others
- Knowledge of organizational development and coaching methods
- Skill in establishing and maintaining effective working relationships
- Ability to exercise initiative and judgment as well as make decisions within the scope of assigned authority
- Proven track record of supporting change programs and partnering with business managers
- Ability to influence and build credibility with leaders in the organization
- Ability to understand the business strategy at a deeper level and tie it to HR strategies in order to drive results
- Bachelor's degree in Human Resources, Business Administration or related field

For more information, contact:

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