

Job ID: 02122010
Job Title: Regional Human Resources Manager
Degree Requirements: Bachelor's, Advanced Degree a Plus
Years of Experience: 10
Location: Chicago, IL Area
Salary Range: \$100K - \$110K
Travel Required: 25% +

IMMEDIATE NEED for a Regional Human Resources Manager who has a Bachelor's degree or equivalent in Human Resources or a related field and 10+ years as the top Human Resources executive of a medium to large company with multi-site & multi-state manufacturing leadership experience.

You **MUST HAVE** a Generalist background with broad knowledge of employment, compensation, organization & succession planning, employee relations, and training & development; Proven skills in organizational and strategic planning, compensation, and employee / and labor relations; Strong management skills, principles and people; Excellent oral and written communication skills; Results oriented with sound business judgment.

Your experience with a non-union manufacturing and office environment will be a plus.

The successful candidate will provide guidance and direction to the organization by performing and directing human resource activities, including staffing, succession planning, training, employee relations, benefits, compensation, record keeping, training, affirmative action, labor and immigration law compliance and establishing or revising relevant policies and procedures.

You will determine staffing needs, interview and select staff; ensure on-the-job training and / or recommend formal training; ensure adherence to HR policies and procedures; establish; and communicate performance expectations; monitor and track staff performance; provide on-going feedback and coaching sessions to ensure that performance standards are maintained; prepare and conduct annual performance appraisals; evaluate and develop staff potential.

You will also ensure fair and equitable employee relations activities; employee counseling and mediation of issues; providing union-avoidance techniques and programs; formulate and recommend Human Resources policies and objectives focused on establishing a high-performance culture that emphasizes quality, productivity, and the achievement of goals, professional development, and the recruitment and retention of a highly qualified workforce.

Other duties are: wage and salary structure analysis, pay policies and performance appraisal programs, recruitment and placement practices and procedures aimed at developing a talent pool of highly qualified candidates, all Human Resources policies, programs and practices to keep top management informed of new developments. Manage organizational and succession planning that evaluates structure, job design and forecasting throughout the company; preparation and management of the Human Resource budget.

Comments: Relocation Paid: Yes, up to 25% travel

If you meet these requirements and wish to be considered for this position, please send your résumé to us using Word 97 -2003 at Resumes@PinnaclePlacementGroup.com or call us at 770-422-2152 or 770-740-0494

Please mention the **Job ID** and the **Job Title** when contacting us.