

WASHINGTON MILLS

Director of Corporate Human Resources

Job Description

A third-generation family-owned manufacturing business that is a leader in its industry, is hiring for a high performing and experienced Director of Corporate Human Resources and thought leader. The position will report to the President and will be responsible for creating the architecture, doing the implementation and managing the daily operations of Human Resources across 6 North American manufacturing sites and have some influence over 2 international sites. The position is located at the company's headquarters in North Grafton, MA. This position will be responsible for all aspects of human resources with a stronger emphasis on the HR functions of organization development, talent management, compensation, performance management, on-boarding, hiring, training, culture building, communication, and employee engagement. You will be working for a company with a long history of success and low turn-over that is entering into a period of greater hiring demand. We have a need for talent management expertise and human resource thought leadership with greater emphasis on people management.

In your role as a human resource expert and a leader, you will use your expertise to immerse yourself in the company's culture and people, evaluate the existing structures and implement best practices, systems, and areas for improvement. Through thoughtful collaboration and involvement, you will work within the company to develop talent to meet the longer-term strategic business objectives. A qualified candidate is someone who has managed human resources at a senior level but has also had hands-on experience in the different human resource functions. If you consider yourself a thought leader and an expert in the human resource field and would like to put your experience to work in a company to build up a culture and department of human resource excellence, this will be a challenging and exciting job where you can put your well-honed skills to work and lead.

Job Skill Requirements

- You possess the management skills to manage a small team of geographically disparate HR generalists that are part of a matrixed organization.
- You have strong knowledge and experience doing and managing a broad set of HR functional areas including: employment law, HR compliance, payroll, HRIS systems, employee relations investigations, workers compensation matters, benefits, retirement plans, open enrollment, record keeping, recruiting, union negotiations, labor relations, compensation, performance management, onboarding, training, and personnel management on HR policies and processes.
- You have experience working with senior level executives and performing as the HR expert as a member of the top leadership team. Successful at advising and coaching business leaders on training, performance management and employee relations.
- You possess strong business acumen experienced at crafting HR strategies that can drive business results. You have used your organizational development skill set to coach, challenge

and influence senior leaders on strategic HR related issues that influence the operating environment and have provided solutions to complex issues.

- Demonstrated success at working with managers to develop and implement workforce plans designed to close skill gaps and build the bench strength necessary for the future needs of the business. You must be able to work collaboratively with managers to identify skills and create plans to leverage, develop and acquire talent to meet the future needs of the business.
- You have developed and implemented thoughtful performance management & talent development programs tailored to the company's culture. You have experience identifying, assessing, developing, and engaging employees. You are driven by the desire to create a great corporate culture.
- You have experience in administering and developing training programs for successful onboarding programs.
- You will oversee employee discipline, benefit, and other issues which rise to above plant-level attention.
- You will coordinate with HRIS/Payroll Manager on special projects, audits, or updates needed to HCM system to ensure accuracy and compliance.
- You have facilitated and executed talent management initiatives to identify, assess, develop, engage and reward associates including addressing continuing education and career development needs.
- You bring expertise in hiring, recruiting, pipeline development, sourcing strategies and the selection process for key roles.
- You have recruited senior executive level positions and participated in the design of compensation programs.
- You work collaboratively with a senior management team on all aspects of union contracts, union negotiations, employee labor relations and employment law across different states.
- You enjoy setting standards of excellence and mentoring your team to help them achieve the best they can be.
- You are creative, can build out operating frameworks, establish and administer special project programs and solve problems to complex issues that do not have previously defined answers. You spend time to understand the business issues, the surrounding constraints, opportunities, culture and work environment before proposing solutions.
- You are a strong individual contributor, have a strong work ethic, pay attention to detail, are organized, and conduct your business with integrity.
- You have excellent written and verbal communication skills, as well as organizational and follow-through skills.

Essential Functions

- Strategic thinking & thorough execution
- Strong business acumen and ability to translate strategic objectives into HR initiatives
- Knowledge of employment regulations on hiring practices
- Thought leader
- Negotiations
- Interest in manufacturing
- Travel within North America required
- Possible international travel
- Bachelor's degree

Compensation/Benefits

Washington Mills offers a comprehensive and competitive benefit package including:

- Medical and dental plans heavily subsidized by Company
- Company-paid life insurance
- 401(k) with an employer match and employer discretionary contribution at six months
- On-site parking
- Immediate paid vacation and holidays
- Family-friendly sick and personal leave

If interested, please send resume to: wmjobs@washingtomills.com

The above statement reflects the general details considered necessary to describe principle functions of the job identified and shall not be construed as a detailed description of all the work requirements that may be inherent in the job.

Washington Mills is an Equal Opportunity Employer committed to workforce diversity. M/F/D/V. Qualified minorities, women, individuals with disabilities, and veterans are strongly encouraged to apply.