

POSITION TITLE: DIRECTOR OF HUMAN RESOURCES

LOCATION: SALINAS, CA

Exciting career opportunity to join leadership team at dynamic and diversified international grower/shipper/packer with corporate headquarters in Salinas, California. This is a full-time position offering a competitive salary and outstanding benefits package. Direct hire.

Reporting to the General Manager and Partner, the Director of Human Resources serves as a proactive business partner to the management team. This position is responsible for managing the planning, further development, implementation and administration of employment policies and human resources activities of Company. The Director of Human Resources leads and makes recommendations on labor and employee relations, health and safety, employee training and development, and ensures compliance with all federal and state laws.

ROLE AND ESSENTIAL RESPONSIBILITIES

- Ensure compliance with all California, Arizona and federal laws and consults with management of any changes in those laws.
- Ensure compliance with laws, state or federal, pertaining to farm labor contractors, and provides any necessary assistance to comply.
- Lead person on matters involving OSHA, EEOC, Federal immigration agencies, the US Department of Labor and any other regulatory agency.
- Effectively manage the hiring, training and development of employees.
- Guide, train and advise company supervisors and managers in recognizing employee and employer rights and responsibilities and in establishing and maintaining positive employee relations.
- Responsible for understanding critical business issues as it relates to human resources and developing sound recommendations that result in the effective management of the people assets of the organization.
- Provide safety leadership and inspire a safety culture that creates a safe work environment.
- Oversee and manage comprehensive and compliant employee safety-training program.
- Effective overall management and implementation of safety inspections of all harvesting and field operations.
- With Safety Manager, direct and manage workers' compensation claims and reporting.
- Coordinate light duty work with employee, supervisor, and physician and workers' compensation carrier.
- Conduct comprehensive loss and claims management and analysis; follow up with all internal/external parties involved to expedite claims to closure.

Ideal candidate will have the ability to perform the above listed essential responsibilities successfully as well as will have the following qualifications, education and skills (a combination of same may be considered):

- Bachelor's degree in human resources, business administration or related field.
- Minimum 5-7 years of proven management experience in human resources and safety, preferably in an agricultural environment (harvesting and field operations).
- Must be an effective hands-on manager capable of resolving organizational, training, communication, and interpersonal problems that may arise.
- Must possess solid knowledge on employee rights and employer responsibilities arising under federal and state laws, including the National Labor Relations Act, the California Agricultural Labor Relations Act, California and Arizona Wage and Hour Law, and any other laws that regulate or affect employers in Agricultural industry.
- Bi-lingual in English/Spanish and prior experience working with a bilingual, bi-cultural workforce is essential.
- Proficient in Microsoft Office Suite (Word, Excel, and PowerPoint) and other computer software programs as needed.
- Must be able to work independently, prioritize responsibilities, and meet deadlines.
- Ability to travel to remote company locations including growing regions throughout California and Arizona.

AGFORCE, a Proformance Talent Group company, is authorized to source, prequalify and introduce candidates to its client for the above-noted full-time position. Interested parties should submit resumes in MS Word or text format (not PDF, please) to careers@projobs4u.com with position title listed in subject line. Please include anticipated or target compensation in body of e-mail when submitting resume. All inquiries are confidential and resumes will not be shared without candidate's permission. We thank you in advance for your consideration.

Please note that only those candidates with qualifying skills will be contacted. If this opportunity sounds of interest but perhaps is not quite right for you, please go ahead and e-mail your resume confidentially or fax to 831.417.2796. We always have new openings and will keep your resume on file for any that might be a good match for you in the future.

AGFORCE does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. All candidates are afforded equal opportunity with respect to consideration, employment offers, compensation, benefits, training, transfer, and promotion without discrimination.