

Director of Human Resources

A respected and flourishing grower-shipper in the Salinas Valley is seeking to hire a strategically minded Human Resources Executive to join their senior leadership team.

In order to facilitate and sustain their growth, our client is in search of an experienced leader who will be responsible for guiding and managing the overall Human Resources department including the development and implementation of corporate programs, policies, and procedures as well as leading HR strategic plan objectives. Our Ideal candidate will have a passion for excellence and an eye for detail and possess outstanding interpersonal skills. We are looking for an exceptional leader and team builder who has the ability to motivate and inspire.

You would be responsible for upholding the company culture and working in a role with a growing grower/shipper that values loyalty not only to the company but also to the team.

Our client prides themselves on having a highly competitive compensation plan, which takes into consideration experience and prior achievements and then rewards performance. They offer excellent benefits including health, vacation, sick leave, and a generous 401k plan.

RESPONSIBILITIES:

- Responsible for leading strategic objectives including the development and implementation of corporate programs, policies, and procedures.
- Lead practices and objectives that will provide an employee-oriented, high-performance culture.
- Support the executive team by proposing organizational structure recommendations that are aligned and promote efficiencies within work groups, departments, and the overall business model.
- Support strategic operational hiring decisions, recruitments, and terminations to ensure effectiveness throughout all core operations.
- Utilize both internal and external sources to create an ongoing system to benchmark industry-wide standards for “best practices.”
- Conduct a continuing study of all HR policies, programs, and practices (employee turnover, workplace safety, etc.) to keep executive management informed of new developments.
- Exercise supervision over all company and benefit programs.
- Evaluate and assess group benefits available in the market and recommend competitive comprehensible and affordable options for employees.
- Reinforce Company’s vision, mission, and culture by setting positive example.
- Recruit, motivate, and manage an effective team of human resource progressions and support staff.

- Be a trusted force within the organization; work diligently to help employees grow and improve.
- Design, direct and manage the company's recruitment, placement, training, and retention programs including orientation, positive discipline, company policy and sexual harassment.
- Address employee complaints, suggestions, and appeals through the "Open Door Policy".
- Manage disciplinary process, respond to complex grievances, and act as mediator as needed.
- Create, update, and maintain accurate and compliant job descriptions.
- Create and maintain KPI's for HR, Safety, Retention etc.
- Process, verify and maintain documentation relating to recruitment, training, grievances, and performance evaluations.
- Work with department heads on mitigating risk that could impact annual pricing.
- Act as vital member of crisis management committee and support training needed that best prepares our response in the event of a natural disaster, major loss, or product recall.
- One of the point persons with local, State, and Federal authorities.

QUALIFICATIONS:

- BA/BS Degree and a minimum of 10 years of human resources management experience.
- Solid integrity. Must be impeccably honest and trustworthy.
- Experience within a food or agriculture environment that utilizes seasonal labor is preferred.
- Knowledge of U.S. Immigration policies and programs, (H2A- a significant plus).
- Knowledge of federal, state, and local laws and regulations.
- Excellent oral, written, and presentational communication skills.
- Bilingual English/Spanish is highly desirable.
- Strong computer literacy and experience with human resource systems.
- Passion for excellence. Driven to improve both personal and professional performance.
- Confidential, able to respond effectively to the most sensitive inquiries or complaints.
- Compassionate, ability to empathize with people and work together to create solutions.
- Problem solver, capable of applying logic to a wide range of intellectual and practical problems to develop timely and pragmatic solutions.
- Exceptional manager and team builder, with the ability to motivate and inspire.
- Great listener, a "people person" with extraordinary interpersonal and management skills.
- Strong negotiator effectively utilizes techniques to gain support for recommended programs.
- Must possess professional presence, maturity, and credibility with all key stakeholders.
- Active affiliation with appropriate Human Resources networks and organizations and ongoing community involvement.
- Some seasonal travel required.