

## **J. G. Boswell Company Information**

From the fertile soil of California's San Joaquin Valley to the open fields of New South Wales, Australia, J. G. Boswell Company has a rich history of working with the land. For over 90 years and three generations, Boswell has depended on dedicated people, innovative technology and solid relationships to insure its success. From growing the world's finest extra long staple Pima cotton to development of master planned communities and business parks, the Boswell Company is known for its tradition of excellence.

## **Position Summary**

The HR Manager is responsible for leading, directing, supervising and executing the HR & Payroll mission across California Operations processing and ranching business units. This HR generalist role encompasses all aspects of HR including, but not limited to, recruiting & hiring, training, benefit administration, legal compliance, project management and employee advocacy/employee relations and payroll. The HR Manager works closely with the HR Director and business leaders to provide counsel and guidance regarding related issues, questions and concerns while also ensuring the HR function is meeting the demands of the business

## **Why join the team?**

Our people are the reason we are successful. This is a strategic, hands-on and tactical opportunity to provide human resources expertise in the areas of employee relations, workforce planning, performance management, compensation, employee retention, coaching/development, and more. Our business is changing and this is a unique opportunity to join an expanding team and influence the future.

## **Core Functions**

- Multi-site opportunity to manage the Human Resources and Payroll processes.
- Develops and administers various HR initiatives and procedures.
- Plans, organizes and controls all activities of the department.
- Identifies business requirements, opportunities for improvements, recommends and implements new or improved systems or processes and provides innovative solutions in support of organizational goals
- Plans, prioritizes, delegates and reviews the work of assigned resources.
- Resolves employee problems or issues related to employee relations matters; conducts internal investigations.

## **Skills, Experience/Qualifications**

- High school diploma or equivalent required. Bachelor's degree in Human Resources, Business or related field preferred.
- 5-10 years of related human resources experience in agriculture and manufacturing preferred
- Bi-lingual language skills with proficiency in English and Spanish required
- Demonstrated experience with payroll processing, benefits, compensation administration, labor law, and mastery of regulations such as ACA, FLSA, ADA, FMLA, etc.

J. G. Boswell Company is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind; All qualified applicants will be considered without regard to race, color, religion, gender, national origin, sexual orientation, age, marital status, medical condition, disability, protected veteran status or any other legally protected status.