

Position: Human Resources Manager
Location: Watsonville, CA

For immediate consideration, we are accepting resumes for the position of Human Resources Manager for our client and respected berry farming operation in Watsonville, CA. This organization employs approximately 500+ seasonal employees during the growing and harvesting term and is a valued grower for one of the largest suppliers and worldwide distributors of fresh berries.

Are you a take-charge confident HR professional with the ability to audit, assess, develop and lead an HR Department? This role will report directly to the owners/partners and work collaboratively with the General Manager and the consulting HR Advisor. This is a full-time position (direct hire) offering a competitive salary and benefits (health insurance, paid vacation/PTO, etc.). No seasonal travel or relocation required. The Human Resources Manager will support all facets of the people and culture needs within the organization. This includes, but is not limited to, workforce and policy development, safety and personnel training, benefits administration and compliance with state and federal laws/regulations.

This position will maintain and administer all Company policies and practices, supervise the new hire applications and on-boarding and termination process, oversee the FMLA process and the compliance according to Federal and State regulations and company policies. The position will assist and oversee the payroll supervisor and two HR/Safety/Admin Coordinators or Clerks as well as handle all employee relations and employee attention processes, investigations and coaching for personnel in several areas such as communication, company policies and legal procedures for disciplinary actions and support other management with their requests related to the HR Department and functions. Further, the position will assist, review and implement new policies according to new and existing legal rules for the industry. The Human Resources Manager must be proactive in addressing Labor and Employee Relations issues in a timely manner by reporting immediately to management or HR Advisor to keep labor/employee relations harmonious and productive at all levels.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following, other duties may be assigned:

- * Keep up to date on reporting requirements of various regulatory agencies.
- * Report to regulatory agencies, i.e. including EEO, OSHA, etc.
- * Utilize hiring procedures and required documents to manage new-hire registrations.
- * Educate, motivate and train personnel in good operational practices and safe work procedures
- * Ensure training and/or certifications of personnel, i.e. First Aid, CPR, FIT Mask, etc., are up-to-date.
- * Conduct as directed required inspections, document findings, and implement corrective actions.
- * Maintain site posting boards and compliance binders.
- * Assist in daily activities regarding injury management and workers compensation issues.
- * Oversee employee benefit plan enrollment and administration, such as medical, dental, and vision insurance in collaboration with Payroll Supervisor.
- * Maintain and update company policies regarding safety and compliance programs.
- * Facilitate effective and timely communication between all levels of personnel.
- * Additional projects and responsibilities to be determined on an as-needed basis.

To perform this job successfully, the individual must be able to perform each essential duty listed above satisfactorily. The requirements listed below are representative of the knowledge, skills, and abilities required. Ideal candidate will have following skills, education and experience (a combination of same may be considered):

- * Minimum of five years of Human Resources experience as a Generalist in an agriculture environment in addition to at least three years in an HR management role with direct reports.
- * Fresh produce growing operations experience highly desirable.
- * Bachelor's Degree in Human Resources, Business Administration, Organizational Psychology, or relevant subject (equivalent combination of experience, education, and training that would provide the level of knowledge and ability required for the position may be considered in lieu of Bachelor's Degree). SHRM or APMA HR Certification a plus.
- * Fluency in English/Spanish, ability to speak, read and write in both languages is REQUIRED.
- * Strong verbal and written communication skills (training/presentations/report writing) are essential.
- * Skilled in the standards, concepts, practices, and procedures within the health, safety and environmental fields.
- * Demonstrated strong interpersonal skills.
- * Ability to handle confidential information in strict confidence and with great sensitivity.
- * Valid California driver's license and clean DMV driving history/insurable
- * Computer literacy with familiarity with MS Outlook, Word, and Excel is required. Experience or knowledge of Datatech software helpful but not a requirement.
- * Knowledge of Federal and CA state employment laws, rules, regulations and best practices.
- * Organized, with ability to prioritize and follow through under minimal supervision
- * Effective communicator with all levels of management, employees, and outside personnel
- * Analytical thinker and problem solver.

Additionally, the successful candidate must have excellent communication and leadership skills. Must be able to understand and direct Company rules and procedures.

Please note: The above description is to be used as an overview of the job responsibilities and duties, and is subject to change or revision as determined by management.

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 compensation in body of e-mail. 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.