

## INTRODUCTION

The **Human Resources Professional** is part of the executive team and works closely with the Company's VPs, Directors and Managers on business goals and effective organizational structure. The **Sr. Director and HR Business Partner, or VP of Human Resources (hereinafter referred to as VPHR)** will be responsible for strategically leading the people function and optimizing the employee experience. In this role, you will be responsible for challenging a team of HR talent focusing on the areas of organizational policy, compliance, safety and risk management, employee relations, and performance. You will lead this team by providing mentorship and creating and/or developing policies that are clear to follow and execute.

## ABOUT THE ROLE

Expected responsibilities and duties include (but are not limited to):

- **HR Department.** The HR department consists of many different types of roles including diversity and inclusion leaders, HR Business Partners, HR Managers, HR Generalists, Safety Coordinators, Administrators and more. It's the responsibility of the VPHR is to understand each of these roles and ensure the department is contributing to the organization's overall goals.
- **Compliance.** The VPHR will ensure the correct interpretation and implementation of federal and state labor laws, OSHA, EEO, compensation and payout requirements, pension plans, taxes, and any other laws regarding employment. You will also have respect for confidentiality and compliance setups. It commonly falls to the VPHR to handle or delegate disciplinary actions, terminations, or layoffs. This is especially true when dealing with employees in senior positions.
- **Crisis Management.** Act as vital member of crisis management and support training needed that best prepares response in the event of a natural disaster, major loss or product recall. Will act as one of the point persons with local, State, and Federal authorities; Insurance and Workers' Compensation. Will work with department heads on mitigating risk that could impact annual pricing. Draft and recommend aggressive Fleet Driving, Safety, and Return to Work Programs. Review and analyze historical premium and loss data, research new insurance programs, compare cost analysis and make recommendations to help contain premium expense.
- **Safety.** In collaboration with the Safety Manager, approve the design and development of in-depth safety training programs that are customized to each unique operation based on potential risk assessment and historical losses. Monitor and disseminate new safety regulations; provide leadership in rolling-out safety programs and compliance tracking tools. Lead Risk Management audits to help identify potential risk and recommend appropriate corrective action plans. Oversee the proper handling of investigations and risk management.
- **Administration.** Partner with finance and benefits managers to review annual budget as it relates to HR, Benefits, Safety, Workers Compensation, and Commercial Insurance contracts. Implement innovative technology solutions that address employee informational needs and improve execution of Human Resources processes and functions.
- **Policy writing.** Oversee the contracts between an organization and its employees, partners, vendors, and contractors. Write policies for company HR commitments including hiring, firing, and workplace complaints. Implement agreements, compensation structures, all with a focus on the goals and interests of the organization. Employee handbooks are commonly written by and updated by the VP of HR and their team.

## ABOUT YOU

The Sr. HR Business Partner (VPHR) is responsible for setting, enforcing, and evaluating HR policies, procedures, and best practices. In order to do this, you need a set of skills that range from analytical and technical to empathetic. The VPHR will be expected to have a long-term mindset of company HR goals, and step away from the more day-to-day responsibilities HR departments manage. You need to be an excellent delegator, communicator, and mentor to your team as well as cross-divisionally.

Ideal candidate will have the ability to perform the above-noted responsibilities as well as will have the following skills, abilities and qualifications (a combination of same may be considered):

- Advanced college degree in Human Resources, Business Administration, or related fields
- Society for Human Resource Management certification or equivalent certification from accredited organization
- Previous experience working as an HR Director, HR Business Partner or in a related senior HR management role
- In-depth knowledge of local, state and international Human Resource processes, employment legislation, and legal regulations
- Excellent knowledge of all aspects of HR management

- Experience with HR tools and HRIS software
- Sense of ownership and pride in your performance and its impact on company's success
- Critical thinker and problem-solving skills
- Excellent time-management skills
- Exceptional interpersonal and communication skills, verbal and written.
- Bilingual/Bi-literate (English/Spanish) skill strongly preferred
- Significant experience in the food production, processing and/or manufacturing industries
- Knowledge of U.S. Immigration policies and programs; H2-A, farm labor, and seasonal labor
- Reasonable experience and/or strong knowledge of union interaction
- Ability to travel to various growing regions as needed. A valid driver's license with reasonable clear driving history is required. Active passport, too, for international travel is preferred.

Listed below are required skills for this Human Resources position:

- Solid integrity. Must be impeccably honest and trustworthy.
- Passion for excellence. Driven to improve both personal and professional performance.
- Confidential. Able to respond effectively to the most sensitive inquiries or complaints.
- Compassionate. Able 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.
- Excellent interpersonal and conflict resolution skills.
- Strong negotiator. Effectively utilize techniques to gain support for recommended programs.
- Professional presence, maturity, and credibility with all key stakeholders.

*The above is a guide to the critical duties and essential functions of the Job, not an all-inclusive list of responsibilities, qualifications, physical demands and work environment conditions. Job descriptions are reviewed and revised to meet the changing needs of the company at the sole discretion of management.*

#### **ABOUT THE EMPLOYER and CAREER OPPORTUNITY**

This career opportunity is with a leading and highly respected international grower, shipper and packer with value-added plant facilities headquartered in Salinas, California, and Yuma, Arizona. This employer is a second-generation farming operation which offers year-round supplies of premium quality fresh vegetables and a diverse, expanding line of products to customers worldwide. Not only is this company offering exciting growth potential, but they additionally offer a very competitive compensation package which includes 100% sponsored health, dental and vision insurance for employee and dependents, a 401(K) plan with employer match, paid time off (vacation, paid holidays, and sick pay) and more! Ongoing education and training is encouraged and embraced. Depending on growing season, travel will be required to various regions, as needed. A company vehicle will be provided upon proof of valid driver's license and insurance.

Salary Range: \$180,000 to ... Negotiable and Commensurate with Experience

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AGFORCE Search, 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](mailto: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, we encourage you to submit your resume. 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.*