

## HR Business Partner

- Collaborate with leaders to champion and accelerate a culture of excellence in which people feel engaged, accountable and inspired to deliver business results.
- Provides support to leaders in identifying development plans for individuals to meet standards of excellence.
- Provides support and coach leaders with HR expertise and perspective to include HR policy guidance and interpretation, performance management guidance, productivity and retention initiatives and employee engagement analysis.
- Coach leaders on performance management, feedback, employee development and career pathing.
- Proactively identify employee and organizational needs and raise awareness and solutions.
- Partner with leaders to improve organizational effectiveness.
- Create and drive employee health and wellness goals.
- Manage the recruitment and hiring process.
- Manage petty cash and process expense claims.

## Who you are

- You naturally build strong relationships at all levels.
- Earn trust quickly. You are honest, credible and a great listener.
- Good instincts on people. You consistently choose the best course of action, considering all impacts on people across the organization.
- Business savvy. You quickly develop a deep understanding of business strategy and how we make money.
- Honest, direct and supportive in all communication.
- Life long learner. You love to teach and coach. You love learning new things and are not afraid to admit when you don't know an answer.
- You have multiple years of applicable experience leading and working with teams and people.