Garner Industries is seeking a skilled HR manager for our growing manufacturing company located in Lincoln, Nebraska.  The HR Manager will oversee all aspects of Human Resources practices and processes.  You will support business needs and ensure the proper implementation of company strategy and objectives.

The position goal is to promote corporate values and enable business success through human resources management, including job design, [recruitment](https://resources.workable.com/tutorial/good-recruiter), performance management, training & development, employment cycle changes, [talent management](https://resources.workable.com/tutorial/faq-talent-acquisition), and administration of payroll and benefits programs.

Key position responsibilities include the following:

         Develop and implement HR strategies and initiatives aligned with the overall business strategy

         Bridge management and employee relations by addressing demands, grievances or other issues

         Manage the recruitment and selection process

         Support current and future business needs through the development, engagement, motivation and preservation of human capital

         Develop and monitor overall HR strategies, systems, tactics and procedures across the organization

         Nurture a positive working environment and safe work practices

         Plan and execute company events

         Oversee and manage a performance appraisal system that drives high performance

         Maintain pay plan and benefits program

         Assess training needs to apply and monitor training programs

         Report to management and provide decision support through HR metrics

         Ensure legal compliance throughout human resource management

Experience and educational requirements:

         Proven working experience as HR manager or other HR executive

         People oriented and results driven

         Demonstrable experience with human resources metrics

         Knowledge of HR systems and databases

         Ability to architect strategy along with leadership skills

         Excellent active listening, negotiation and presentation skills

         Competence to build and effectively manage interpersonal relationships at all levels of the company

         In-depth knowledge of labor law and [HR best practices](https://resources.workable.com/blog/hr-best-practices-su-joun)

         BS/MS degree in Human Resources or related field

COMPETENCIES

         Strong interpersonal skills

         Excellent written and verbal skills

         Team oriented

         Professionalism

         Solid Computer skills

QUALIFICATIONS

         Bachelor’s or Master’s Degree in HR related field

         Three to five years of broad and progressively responsible personnel/human resources management experience

         Manufacturing environment experience preferred

Founded in 1953, Garner Industries is a privately-held, Nebraska owned manufacturing company located at 7201 N 98th Street, Lincoln, NE. The company provides plastic injection molding, tooling and CNC machining jobshop services to OEM’s.  Garner is also the manufacturer of the BinMaster product line of sensors for measuring and detecting solid and liquid materials.  The company operates out of a recently expanded 115,000 SF facility where more than 130 associates work to support a diverse customer base found locally and throughout the world.  Garner is known for creating a welcoming and friendly work environment with an emphasis on safety, quality and excellent service.   A strong supporter of the community, Garner and its employees support many organizations including: United Way, Food Bank of Lincoln, Junior Achievement and the Career Academy just to name a few.  Recent recognition includes:  Better Business Bureau’s Integrity Award, State Chamber of Commerce’s Manufacturer of the Year and the Nebraska Safety Council’s Star Award.  Garner is a SHARP designated company and ISO 9001:2015 registered.