

Human Resource Partner

Imagine a place where responsibility is shared equally among all employees. Where leaders are approachable, and the open-door policy is the rule. Where employees are tasked to be **innovative** and work with an **entrepreneurial spirit**.

Welcome to Olsson Associates. We see problems as an opportunity for creativity, and we are looking for problem solvers to join our dynamic team. Our firm is organized into **small teams** to give you a strong sense of accountability and to achieve great results. The dress is **business casual**, the work environment is pleasant, our unique work hours allow for **flexibility**, and we have a lot of fun.

YOU ARE INTERESTED IN:

- **Human Resources**
- Building Relationships
- **Strategic Thinking**

YOU BRING TO THE TEAM:

- Ability to contribute and work well on a team
- Strong **communication** skills, detail-oriented, and the ability to be **flexible**
- **Bachelor's degree required** in Business Administration, Human Resources, or other related area
- Must have at least **8-10 years of HR** experience

ABOUT THE ROLE:

As an **HR Partner** in our **Nebraska region** you will work closely with leadership to provide human capital support and direction. You will **partner with leadership** to develop and execute talent strategy, including workforce planning, recruiting strategy, talent evaluation, and succession planning. You will provide expertise in engagement strategies, performance management, and complex employee relations issues. Works closely with leadership and employees to **improve work relationships**, build morale and increase productivity and retention. Identifies training needs for business units and individual development. You will support Human Resources programs and initiatives by **championing change within business units** and ensuring adoption of new practices. Must maintain an effective level of business literacy about the business units' financial position, business strategy, culture and competition.

ABOUT US:

Olsson Associates is a nationally-recognized, employee-owned engineering and design firm that has been creating public and private projects throughout the United States. We've been around since 1956, and we offer comprehensive design and consulting services in site/civil, transportation, water, environmental, field operations, survey, and facilities.

With over 1,100 employees (and growing), nearly 30 offices in eight states, and a lengthy list of diverse clients, we believe **you are our greatest asset** and the key to our success. We seek to hire great people and put them in the right roles for their strengths.

As an Olsson employee, you'll receive our **traditional benefits package** (health care, vision, PTO, etc.), plus these **great perks**:

- The opportunity to be an owner in the company after your first year through Olsson's ESOP program.

- A great 401(k) match
- A wellness program promoting healthy lifestyles
- A bonus system that rewards performance

Are you in?

EOE/AA/M/F/Vet/Disability Employer