



NEBRASKA STATE GOVERNMENT
invites applications for the position of:

Human Resources Business Partner

SALARY:	\$25.15 Hourly
OPENING DATE:	04/03/18
CLOSING DATE:	04/11/18 11:59 PM
JOB TYPE:	PERM FULL TIME
LOCATION:	See job description
DEPARTMENT:	Health & Human Services Department
DESCRIPTION:	

The Nebraska Department of Health and Human Services is in search of an experienced HR Generalist who will be responsible for the application of best practices, operational knowledge and human resources expertise and providing a wide range of HR support. The successful candidate will play a key role in the success of the organization by offering guidance on strategic recruitment, employee relations, performance management, labor relations and internal Investigations while contributing to constructing a blueprint for an evolving workplace dedicated to promoting positive working relationships in a dynamic environment. The State of Nebraska's Department of Health and Human Services is dedicated to "Helping People Live Better Lives." The successful candidate will serve as an HR partner to DHHS employees located in central and western Nebraska. This position will be based out of a DHHS office located in the assigned area, such as North Platte, Scottsbluff, Gering, or Lexington. Permanent office location will be determined based on candidate preference, availability and business need.

Job location is Western Nebraska.

EXAMPLES OF WORK:

Strategic HR consulting and demonstration of leadership in the areas of: complex employee relations, workforce planning, and change management; remain current and involved in strategic and targeted recruitment, employee relations and labor relations; analyze internal and external trends to develop solutions, programs, and policies for continuous improvement of the organization; proactively guide the development of

organizational success to increase employee retention, engagement, effectiveness, and productivity; provide daily performance management guidance to employees, managers, and executives in improving organizational culture (e.g. coaching, counseling, career development, disciplinary action, grievances); identify training needs for business units and individual management coaching needs; ensure that training objectives are being met; provide guidance and interpretation regarding organizational policies, contracts, business unit restructures, and succession planning; establish positive working relationships with other departments including legal; set the standards and expectations through personal integrity and composure; and participate in evaluation and actively monitor success of training programs. Travel may be required to meet with stakeholders.

QUALIFICATIONS / REQUIREMENTS:

REQUIREMENTS: Bachelors degree in: personnel/human resources management, organizational development, business or public administration, or a related field, and three years of progressively responsible personnel/human resources administration experience in a supervisory, administrative or managerial capacity OR Experience coordinating or performing highly responsible personnel/human resource functions may substitute for the Bachelor's degree requirement on a year for year basis.

PREFERRED: Master's degree in Human Resources, Labor Relations or related field. Five years of experience in Human Resources Management including areas such as Employee Relations, Labor, and Equal Employment Opportunity. Experience as a Human Resources Generalist overseeing areas including but not limited to: Employee Relations, Labor, Equal Employment Opportunity, Recruitment, and Training and Development.

OTHER: Valid driver's license or the ability to provide independent authorized transportation for work-related travel.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of: human resources/personnel practices, procedures and terminology; state and federal personnel/employment laws; recruitment and hiring practices; and labor relations. Strong organizational skills and the ability to build and maintain positive working relationships; and excellent customer service skills. Ability to communicate effectively.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://statejobs.nebraska.gov>

Position #25172020
HUMAN RESOURCES BUSINESS PARTNER
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1526 K Street, Suite 100
Lincoln, NE 68508

Equal Opportunity Employer
