

Human Resources Partner-Bryan Health

The Human Resources Partner (HRP) works with identified departments/entities to provide strategic and tactical HR guidance to ensure effective development and implementation of effective human resource programs, policies and initiatives designed to sustain a positive work environment. The HRP will have expertise in the areas of recruitment, employee relations and employee engagement. The HRP will act as a primary point of service contact for human resource issues for leaders and employees on employee relations issues, interpreting human resources policies and procedures, and practices. Coaches and consults with leaders on how to achieve operational and strategic objectives consistent with human resource objectives for the organization.

RESPONSIBILITIES INCLUDE BUT ARE NOT LIMITED TO:

- Commits to the mission, vision, beliefs and consistently demonstrates our core values.
- Develops and executes HR plans and strategies to accomplish objectives for Bryan Health System; ensures that human resource services delivered are value added, effective and consistent with both departmental and organizational strategic objectives.
- Provides necessary consulting support and is proactive in enhancing the growth of a performance-based culture including, but not limited to, providing consultation on performance management issues, fostering a learning environment, influencing leadership on appropriate rewards and recognition functions for their staff and providing training and development of leaders.
- Acts as the first point of contact for leadership group and employees; consults with clients on a wide spectrum of HR issues including guidance on performance management, workforce engagement, human resources development, training and development
- *Provides consulting advice and direct service where appropriate on HR specialty issues; counsels leaders and employees on employment law related to concerns such as ADA, FMLA, etc.
- Proactive in identifying workforce engagement opportunities to improve and enhance the environment for the majority workforce and takes initiative in developing and implementing appropriate action plans; works with leadership on complex employee issues (i.e., investigations, concerns, progressive discipline, harassment or discrimination allegations and workplace violence situations).
- Leads in the design, development and implementation of special projects and human resource initiatives, either as initiated or assigned by the Human Resources Director or Vice President of Human Resources; projects may involve organizational development strategies, change management, leadership development, conflict resolution, etc.

QUALIFICATIONS:

Bachelor's degree required. Minimum of three (3) years human resources experience required. Previous supervisory experience preferred. Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) or some equivalent certification in a related human resources field preferred.

To apply please visit our website at: <http://www.bryanhealth.com/careers/>

All qualified applicants will receive consideration for employment without regard to race, color, religions, sex, national original, disability or veteran status.