**HR Director**

**About Us:**

Speedway Motors has been a trusted source for specialty rodding and racing products and friendly expert advice for over 65 years. With deep roots as a family business, Speedway Motors has grown from a one-man operation to become a vertically integrated manufacturer, distributor and multi-channel retailer of automotive products.

We’re growing to support the expanding needs of our customers, we’re stepping up our brand game in a big way and we have a super exciting future ahead of us as we aim to make Speedway one of the most exciting places to work in Lincoln. Our workforce has the diverse skillset necessary to support engineering, manufacturing, fulfillment, customer experience and technology across locations in multiple states. We’re ready to drive ourselves forward with a rock star Human Resources Director. Is that you?

**About the Role:**

Our goal at Speedway Motors is to help our customers drive their dreams. We believe that’s not possible without the hard work of our employees. As we build out our values-driven culture we want to emphasize investing in people and treating them like part of the family.

The HR Director serves as a strategic advisor and generalist partner for our executive management team and all our divisions and subsidiaries. This role will provide expertise in human capital planning, employee relations, employment and labor law, HR technology applications, payroll and benefit management. The HR Director will establish organizational development strategies, align business strategies and objectives with company values and develop and implement HR strategy.

The HR Director will enable business success, amplify our culture and increase organizational effectiveness.

This includes:

* Developing and maintaining innovative HR initiatives and programs to support the company’s mission, values and strategic objectives.
* Ensuring existence of workplace conditions and quality management that support employee satisfaction, engagement and optimal productivity.
* Developing HR policies and practices to assure compliance with state and federal labor and employment law and regulations at all facilities at all times.
* Understanding employee benefits challenges facing large internet retail and wholesale employer organizations.
* Increasing management's effectiveness by recruiting, selecting, orienting, training, coaching and counseling; communicating values, strategies and objectives; assigning accountabilities; planning, monitoring and appraising job results.
* Influencing and encouraging a learning environment/training that provides the necessary tools, education and materials to management and employees through workshops for continuous improvement.

**What** **You** **Bring** **to** **the** **Team**

* Bachelor’s degree in Human Resources, business administration or related field preferred plus a minimum of 5 years of relevant & progressive HR experience.
* SHRM or HRCI certification preferred.
* Demonstrated strategic thinking capability and ability to be a “trusted advisor” and thought leader in collaboration with senior executives, helping them formulate and implement initiatives.
* Demonstrated ability to build, develop and lead teams.
* Outstanding interpersonal and communication skills, verbal and written.
* Demonstrated competence in the various HR functional areas: employee engagement, performance management, learning and development, data and analytics, benefits, and payroll.
* Strong collaboration skills, influence leadership and ability to deal effectively with ambiguity.
* Proven customer-centric focus; ability to influence culture, drive change and create alignment between business goals and behaviors that drive performance.

To apply please go to: <https://goo.gl/gC3Upw>