Pet Tech Labs is recruiting for an experienced Human Resources Business Partner (HRBP) at its Syracuse, NE location. The role is set in a production environment and offers you a dynamic workplace within a growing organization. For the right candidate, this position offers a great challenge and a big opportunity to be part of a fantastic journey.

The HRBP is responsible for everything HR related. This will include, but is not limited to: Employee Relations, Conflict Resolution, Employment Law/Legal Compliance, Coaching & Counseling, Organizational & Leadership Development, Change Agent, Succession Planning, and advising in HR processes. He/she will ensure that policies and practices are designed and implemented in an effective manner.

In addition, the HRBP will work cross functionally throughout the organization to implement HR strategy on a Company wide basis.

**Who You Are & What You’ll Do**

* Works with passion and from a Purpose Driven mindset.
* Collaborates with the business for the creation of a high-performance culture by implementing team and organizational design solutions, providing measurable performance indicators, and improvement plans.
* Participate in business planning and ensure alignment of HR delivery with business goals.
* Supports managers and teams in business delivery through enhancing their capability to deliver the objectives, manage their people, implement change and build relations with key stakeholders (internal/external).
* Maintains effective employee relations through regularly interacting with personnel on the production floor, fostering rapport of trust with employees.
* As an employee advocate, the HRBP plays an integral role in organizational success through knowledge and advocacy of people. Fostering effective methods of goal setting, communication, and empowerment through responsibility, the HRBP builds employee ownership of the organization by establishing the org culture and climate in which people have the competency, concern, and commitment to business success.
* Brings HR insight through consultation skills to bear on all people related issues (people, capabilities, organizational leadership and culture)
* Ensures and facilitates HR service delivery to the business
* Interfaces with many roles and support areas including: Finance, Legal, HR.

**What You’ll Need to Succeed**

* BA/BS required. PHR/SPHR or CP/SCP certification is a plus.
* 3-5 years of Employee Relations and Human Resources experience
* Knowledge of employment regulations across multiple jurisdictions, including Nebraska employment laws.
* Ability to act as a strong leadership partner to managers

**What We Can Offer**

Annual pay raises, paid time off, paid plant shutdown, your birthday off, 401k profit sharing, product discounts, paid holidays along with all of our other benefits.

Please note we will only be contacting people that we would like to move forward in the interview process.   Pet Tech Labs provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, marital status, parental status, crime victims or any other characteristic protected by federal, state or local laws.