Human Resources Business Partner II (LRC)

Direct link to apply: <https://www.governmentjobs.com/careers/nebraska/jobs/4100389/human-resources-business-partner-ii?keywords=business%20parner&pagetype=jobOpportunitiesJobs>

Questions? Contact the Talent Acquisition Partner for this role: [savannah.a.decker@nebraska.gov](mailto:savannah.a.decker@nebraska.gov)

Are you a HR professional who is passionate about “Helping People Live Better Lives?” Are you dedicated to the success of your team members? Do you want to work in a positive team environment that cares about you? Then come put your passion to work with our dynamic DHHS HR Business Operations Team!  
  
The Nebraska Department of Health and Human Services (DHHS) has an exciting career opportunity to serve as a Human Resources Business Partner II. Successful candidates will be energetic, innovative, customer-focused, self-motivated, and mission-driven.  
  
Come grow with us! DHHS offers comprehensive training and development opportunities, and career pathing. It’s not just a job – it’s a career!!  
  
Lincoln Regional Center (LRC) is a 24-hour facility with 3 shifts of employees and leaders. The Lincoln Regional Center, a 250 bed, Joint Commission-accredited state psychiatric hospital inpatient and residential program, operated by the Nebraska Department of Health and Human Services. It serves people who need very specialized psychiatric services and provides services to people who, because of mental illness, require a highly structured treatment setting.  
  
You have the passion, we have the opportunities - let's make a difference for Nebraskans!  
  
We recognize that our employees bring tremendous value to the State of Nebraska and that their vital work helps fulfill our mission. We support our staff by offering fantastic benefits, training and development opportunities for personal and professional growth, and a positive, team-oriented atmosphere. See more details about our benefits here: https://statejobs.nebraska.gov/index.html#benefits  
  
"The State of Nebraska values our teammates as well as a supportive environment that strives to promote diversity, inclusion, and belonging. We recruit, hire, train, and promote in all job classifications and at all levels without regard to race, color, religion, sex, age, national origin, disability, marital status, or genetics."  
  
Effective July 1, 2023, the pay rate will be $30.961 per hour.

**Examples of Work**

The work we do daily with DHHS teammates within our Human Resources Business Partner team has a great impact on the Nebraskans we serve. Job duties include:  
  
-Strategic HR consulting and demonstration of leadership in the areas of complex employee relations, workforce planning and change management.;  
-Work with the business on strategic and targeted recruitment, employee relations, and labor relations;  
-Analyze internal and external trends to develop solutions, programs and policies for the continuous improvement of the organization;  
-Proactively guide the development of organizational success to increase employee retention, engagement, effectiveness and productivity;  
-Provide performance management guidance to employees,  
-Managers, and executives in improving organizational culture (e.g. coaching, counseling, career development, disciplinary action, grievances);  
-Identify training needs to business units and individual management coaching needs;  
-Provide guidance and interpretation regarding organizational policies, contracts, business unit restructures, and succession planning.  
-Attend recruitment events, coordinate recruitment activities, and actively participate in interviewing and onboarding of teammates.

**Qualifications / Requirements**

REQUIREMENTS: Bachelor’s degree in a related field and one year of related experience. Experience may be substituted for education on a year for year basis.  
  
OTHER: HR Certification as PHR, SPHR, SHRM-CP or SHRM-SCP is plus but we will help you obtain one if you don’t have a certification. Must have the ability to be flexible with hours to support management.

**Knowledge, Skills and Abilities**

Knowledge of: Human Resources practices, procedures and terminology; state and federal employment laws, recruitment and hiring practices; and labor relations. Strong organizational skills and the ability to build and maintain positive working relationships.  
  
Ability to: be a trusted advisor, thrive in a collaborative environment, communicate effectively, and be an advocate for DHHS mission and values.