

Job Title: Human Resources Manager

Located in Lincoln, Nebraska, LES is customer-owned and is one of the nation’s leading utility companies. We are recognized for low costs, unmatched reliability, financial stability, cutting-edge innovation, environmental stewardship, and community engagement. We pride ourselves on delivering exceptional customer service while fostering a culture that celebrates passion, talent, and high standards. If you're not just looking for a job but a fulfilling career in a workplace that values excellence, the environment, and the community we call home, LES might just be the perfect fit for you. Join us and power a brighter future!

- LES is interested in every qualified candidate who is eligible to work in the United States.
- LES is unable to sponsor employment-based immigrant or non-immigrant visas.
- This is not a remote position and requires residency within a reasonable commuting distance to LES in Lincoln, Nebraska.

Job Title		
Human Resources Manager		
Employment Type	Starting Pay Range	Posting Date
Full-time	\$141,961.00 - \$177,451.00	08/07/2025
Employment Classification	Division	Closing Date
Regular	Employee Services	08/24/2025

We’re seeking a dynamic and experienced Human Resources Manager to join our team at Lincoln Electric System (LES), a leading provider in the electric utility industry. In this pivotal leadership role, you'll drive strategic HR initiatives that support our mission to deliver reliable, sustainable energy to communities. You'll oversee talent acquisition, employee relations, compliance, payroll, and organizational development—ensuring our workforce is empowered, engaged, and aligned with company goals. If you’re passionate about people, thrive in a fast-paced environment, and are ready to power the future with us, we’d love to hear from you.

JOB SUMMARY

Manages all human resource functions. Specific responsibilities include managing the recruitment and retention of organizational and departmental staff, developing budgets for the department, managing policy, program and process development, implementing strategy for payroll, compensation and benefits, fostering positive labor relations, oversight of the learning and development area, and recommending and implementing HRIS solutions. Plays a critical role in establishing, monitoring, and tracking internal and external trends regarding employee resources, workforce availability, and legal/regulatory compliance. Advises employees and leadership on matters of labor and employment laws and regulatory policy to ensure compliance with local, state and federal laws and regulations. Supports labor relations and negotiations. Consistent and reliable attendance is an essential function of this position.

ESSENTIAL DUTIES AND CORE COMPETENCIES

- Provides leadership for department of responsibility and oversees the effective supervision of staff to include prioritizing and assigning work, conducting performance evaluations, monitoring employee performance, ensuring staff members are trained and cross trained, resolving conflicts, and making hiring, termination and disciplinary recommendations.
- Develops and implements short- and long-term goals for area of assignment and assists Chief People Officer with establishing strategic goals, long-term objectives and short-term priorities for the division.
- Consults with appropriate management and executive staff concerning human resource policies, labor and employment laws, regulatory compliance and processes for decision making, understanding, and organizational consistency.
- Oversees recruiting and retention efforts for talent management including regulatory compliance, professional development, and workforce strategy.
- Monitors service delivery and analyzes ongoing operational responsibilities using customer service metrics, department performance metrics, utility benchmarks, etc., to ensure continuous improvement of department, division and company-wide operations.

- Manages a compensation system that accurately reflects appropriate market and merit comparisons.
- In coordination with the legal department, assists with legal documents and other legal correspondence such as labor agreements/amendments, employment contracts, NEOC/EEOC documents, charges of discrimination, subrogation claims, QDRO orders, and insurance contracts.
- Participates in LES bargaining unit negotiations. Supports the preparation and execution of negotiations, including research and data analysis, and prepares and updates all labor contracts.
- Oversees the administration, implementation, and communications of payroll, benefit offerings, programs, and financing.
- Manages, implements, and optimizes human resource information systems (HRIS) to ensure accurate processing and reporting of employee information.
- Manages worker's compensation, FMLA, and other employee return-to-work programs.
- Conducts internal investigations as directed related to reports of potential employee misconduct, including harassment and/or discrimination complaints.
- Develops, monitors and analyzes department operational and capital budgets, expenses, and budget variances to identify trends, control costs, etc. in order to recommend needed resources, account for current and future regulatory requirements and risk mitigation. Makes decisions based on the limits of approved budgets and policies.

Customer Focus - Putting customers, both internal and external, at the center of business decisions in order to identify and respond to current and future customer needs. Builds customer confidence, is committed to increasing customer satisfaction, sets achievable customer expectations, assumes responsibility for solving customer problems, ensures commitments to customers are met, solicits opinions and ideas from customers, responds to internal customers.

Initiative - Takes action on their own without being prompted; handles problems independently; able to resolve issues without relying on extensive help from others; does more than is expected or asked.

Accountability - Holds self and others responsible for goals, outcomes, deadlines, and objectives and follows through on commitments. Takes accountability for delivering on commitments; owns mistakes and uses them as opportunities for learning and development.

Teamwork - The ability to effectively interact, cooperate, collaborate, and manage conflicts with other people. Shows enthusiasm toward being a member of the group; actively participates in team meetings and activities; leverages the skills and interests of coworkers to achieve goals and solve problems; supports team decisions.

Coaching - Provides feedback and coaching, rewards hard work and appropriate risk taking, takes mentoring role, challenges and develops employees, accepts mistakes, and provides visibility/opportunity.

Leading/Facilitating Teams - Helps team develop a vision, objectives, and goals consistent with the organization's mission while encouraging personal ownership, anticipating and resolving conflicts, and fostering an environment where team members are motivated to do their best work.

Decision Making - Moves quickly to make good decisions and commit to a clear course of action; comfortable making sound decisions based on partial information; willing to take appropriate risks in order to maintain momentum; shows a strong bias toward action.

OTHER SKILLS AND ABILITIES

- Knowledge of federal and state special statutes, constitutional provisions, procedures and practices as they apply to labor and employment law.
- Ability to read, analyze, and interpret reports, procedures, policies, and manuals.
- Knowledge of budgeting and accounting practices
- Confidentiality

EDUCATION and/or EXPERIENCE

- Bachelor's degree in human services or related field preferred, and
- At least six to eight years of progressively responsible experience in area of assignment or
- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

CERTIFICATES, LICENSES, REGISTRATIONS

- HR accredited certification strongly preferred.

EEO Minorities/Women/Disabled/Veterans