



A great opportunity for a Director of Human Resources Role!

Send resumes to Julie Doyle at jdoyle@hrc.com

Our client, Fechheimer Brothers, a manufacturing company, is currently searching for a Director of Human Resources that will lead all aspects of the HR function for their business including corporate headquarters and three manufacturing facilities. The company is privately held and has been in business for over 175 years. The position is part of the senior management team and reports directly to the CFO. This position is located in Cincinnati, Ohio.

PURPOSE OF POSITION:

The Human Resource Director is responsible for directing the activities of the Human Resources function and partnering with business leaders. This position requires strong breadth and depth of knowledge and experience in compliance, organizational development, training, employee and labor relations, performance management, compensation, benefits, recruitment, and hands-on administration of programs.

DUTIES AND RESPONSIBILITIES:

- Provides consultative support to the Senior Management Team and the Company's managers with all employment-related matters.
- Foster and maintains trusting and credible relationships to ensure that HR is a strategic Partner. Works with members of the Senior Management Team and other key personnel to gain a thorough understanding of the business to effectively support, propose and lead initiatives.
- Proactively researches, develops, recommends, and administers programs, policies and practices which help to shape company culture.
- Provides guidance and governance to Corporate Wellness and Corporate Safety Programs.
- Manages benefit selection process; implements and manages open enrollment; new employee training and enrollment of these benefits, which include medical, dental, vision, 401(k), life and supplemental life insurance and FSA accounts.
- Serves as partner with other company-appointed fiduciaries for both Defined Contribution and Defined Benefit Plans. Responsible for oversight of all transactions, testing and compliance associated with these plans.
- Supervises the payroll function.
- Develops and oversees employee training and development programs, ISO9001 training, FCPA training and audit compliance.
- Develops and recommends HR budget, monitors expenses, and reports against variances.
- Participates in labor relations, including collective bargaining, grievance resolutions and administration of Collective Bargaining Agreements.
- Performs special projects and other responsibilities as assign.



QUALIFICATIONS:

- Bachelor's degree in related field. Master's degree preferred. Seven or more years of related work experience with at least 5 years in a leadership capacity.
- Professional certification highly desired; PHR/SPHR, SHRM-SCP/SHRM-CP.
- In-depth knowledge of human resource practices and processes including a thorough understanding of employment law; and expertise in design and administration of compensation, benefit, and performance evaluation plans.
- Proven track record of recruiting both hourly and salaried employees in a competitive or difficult environment.
- Strong business acumen coupled with ability to introduce change and accountability
- Strong analytical and quantitative abilities are required to develop diverse compensation and benefit programs.
- Requires strong communication skills, both verbal and written. Able to communicate effectively with a wide variety of people and personalities both inside and outside the company through written media, one-on-one sessions, or meeting presentations.
- Able to travel, as necessary. Fechheimer has multiple sites.
- Excellent organizational skills and detailed oriented.
- Proficient in the use of computer technology; experience using HRIS (UltiPro) and Applicant Tracking Software; experience with Performance Management software a plus

REQUIRED COMPETENCIES

- Cultural Awareness and Behavior
- Ethics
- Interpersonal Skills
- Relationship Management
- Consultation
- Leadership and Navigation
- Communication
- Critical Thinking
- Business Acumen