

Teachers Federal Credit Union

Manager Human Resources, Hauppauge

102 MOTOR PARKWAY

Hauppauge, NY, 11788

United States

Employee Type:

Regular Full Time

Minimum Experience: 5 years

Required Degree: 4 Year Degree

Manage Others: Yes

Description

Summary:

The Manager, Human Resources partners with business leaders to deliver timely, data driven solutions and counsel on all HR matters. The Manager designs, plans, and implements human resources programs and policies for an optimized employee experience and business outcomes. Ensures human resources strategies align with organizational business goals and there is consistency in making people decisions. Leads and participates on projects as an HR SME. Supervises and coaches direct reports.

This role requires a combination of hands-on work and strategic thinking and planning beyond immediate facts, issues and needs.

Education and/or Experience:

- College degree (BS or BA in a relevant field) required
- Minimum of five years HR business partnership experience consulting managers at various organizational levels.
- Working knowledge of organizational development, employee benefits programs, performance management, recruiting, employee relations, HR procedures/policies/systems and compensation principles/practices and related laws/regulations/compliance reporting requirements required.
- Experience managing a team
- Experience in the Financial Services industry is preferred
- HR Certification preferred

Essential Skills include the following. Other duties assigned as needed.

- Strong oral/written communication, interpersonal, mathematical, multitasking, organizational skills, detail orientation and the ability to interact and coach effectively at all levels of management and staff required.
- Demonstrated ability to manage ambiguity and a track record of showing sound judgment and decision-making on complex matters
- Demonstrated expertise training leaders and employees
- Strong analytical, critical thinking and problem solving skills with the ability to incorporate data insights into HR delivery.

Job Responsibilities:

- Acts as the dedicated HR business partner to specific business leaders and their teams while overseeing and connecting the organizational dots for direct reports, the broader HR team and business leaders.

- Regularly engages in dialogue with the business to solicit actionable feedback; champions a dialogue and solutions with HR centers of knowledge/excellence to foster a positive company culture
- Conducts investigations to resolve employee relation matters, documents findings, and makes resolution recommendations (in collaboration SVP, HR and Legal).
- Partners with business to identify near /long-term talent requirements based on business plans/priorities/budget.
- Collaborates with Talent Acquisition for postings, job offers and participates in the interviewing/selection/on-boarding processes for key leadership roles.
- Partners with business leaders to develop job specifications /job descriptions and collaborates with Compensation for accurate market pricing and salary change recommendations.
- Serves as the primary HR interface for the delivery of Teachers employee engagement scores and action planning, goal setting, performance management, performance feedback, including the drafting and implementation of formal performance improvement plans.
- Facilitates talent calibration discussions, succession planning and individual development plans execution.
- Leads and/or participates on cross functional project teams to drive improvements
- Stay abreast of new regulatory requirements and employment law updates timely and review with SVP HR & OD for application and implementation.