

HR Business Partner - Human Resources

Full Time

Monday – Friday | 9am – 5pm, flex

Travel is required between various locations within Nassau and Suffolk County.

Since 2004, **Advantage Care Health Centers** has been providing the highest quality comprehensive primary, dental, mental and behavioral health care services to children and adults with intellectual and developmental disabilities. Advantage Care works with various community partners to enhance services by offering residency rotations to medical, psychiatric, nursing and other health-related students from the Northwell Health System.

Our team of compassionate health care professionals take pride in helping each patient obtain and maintain good health by guiding them on a path to wellness. Be part of one of the most established and respected human services agencies on Long Island!

In this role, you will:

- Align Advantage Care's organizational goals/ objectives with employees and management and participates in strategic planning.
- Serve as a consultant to management on human resource-related issues.
- Act as an employee champion and change agent.
- Assesses and anticipates HR-related needs.
- Communicate needs proactively with our HR department and business management, the HRBP seeks to develop integrated solutions.
- Formulates partnerships across the HR function to deliver value-added service to management and employees that reflects the objectives of the organization.

We require:

- Bachelor's degree required in Human Resources or related field required with a Master's Degree strongly preferred
- Five to eight years of previous HR experience required at a similar level.

- Working knowledge of HR disciplines, including recruiting strategies, employee relations, federal/state employment laws, compensation practices, diversity performance management, training and organizational assessment and evaluation
- Experience in healthcare HR strongly preferred.
- Excellent analytical, communication, and organizational skills required.
- Demonstrated competency in intermediate to advanced level proficiency in all Microsoft Suite applications, including HR Databases.
- SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM SCP) credential strongly preferred or ability to obtain certification within one year of employment required.
- **Travel is required between various locations within Nassau and Suffolk County.**

HR Business Partner, for immediate consideration, please contact **rwhite@ahrc.org**. An EOE.