



Postings to The Challenger List

Find all the latest postings at www.challengerlist.com

Jane and Allen McNeill

1200 Abernathy Road

Atlanta, GA 30328

404-630-8865; 404-630-8866

mcneills@challengergray.com



Report Date: 2/7/2008

Position	Salary	Description	Requirements	Quick Notes
HRI Director COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1181	\$100,000 to \$120,000 Salary range not confirmed.	REPORTING RELATIONSHIPS: The Human Resources Information Services Director position will report directly to the Director of Human Resources with direct access to the Vice President of Human Resources. This position will require travel of approximately 35%.	1. EDUCATION: A Bachelor's degree in business administration, computer science or information systems, or equivalent experience. 4. EXPERIENCE: The successful candidate will have: 5. <ul style="list-style-type: none"> A minimum of 10 years of human resource, information systems, or related experience with three to five years of supervisory experience. 6. <ul style="list-style-type: none"> In-depth knowledge of enterprise-wide HRIS/Payroll/Oracle systems is required. 7. <ul style="list-style-type: none"> Strong strategic thinker and change agent. 10. <ul style="list-style-type: none"> Strong project management skills, with experience in organizing, planning and executing large-scale projects from the envisioning stage through to implementation, involving internal personnel, contractors and vendors. 18. <ul style="list-style-type: none"> Be highly motivated with a proven ability to prioritize work and manage HRIS solutions from inception to completion. 30. COMPENSATION: A competitive compensation package has been developed for the successful candidate that includes a base salary, a performance-based bonus, 401(k), health and benefit plan and full relocation plan. The company is an equal opportunity employer that offers a dynamic work environment inclusive of workplace diversity.	3. Provide leadership for the development and enhancement of the Company's Human Resources Information Systems while providing technical services to ensure the proper functioning of computerized business processes and the accounting of timely and accurate corporate data. Serve as an interface between internal customers, the Information Services department staff, HR peers and external partners to ensure the effective definition of and delivery of HRIS applications.5. <ul style="list-style-type: none"> Research new computer technologies to identify potential cost-saving and business enhancements for the company.6. Develop business case justification and cost/benefit analyses for HRIS spending and initiatives.7. Work on special projects as assigned by Director HR and VP HR.8. Gather requirements, develop innovative solutions, and jointly lead development projects.9. Identify gaps in HRIS services utilize HRIS in solving business needs/problems, set technology priorities and conduct long-term planning.10. Negotiate priorities and support requirements with the IS department.11. Enhance management and user understanding and acceptance of the HRIS system capabilities.12. Lead training programs.13. Manage HRIS staff, including recruitment, supervision, and development.
Benefits Compliance manager SunTrust Banks, Inc. 303 Peachtree Street Atlanta, GA 30308 Position No. 1180	\$80,000 to \$100,000 Salary range not confirmed.	SunTrust Bank has a current opportunity for a Benefits Compliance Manager in our Benefits Group. This position is located in Atlanta, Georgia. The Compliance manager for the Benefits area would have responsibility for managing all Benefit Plan audits, managing and therefore minimizing risk		

Position	Salary	Description	Requirements	Quick Notes
		<p>related to the Benefits area based on internal and external requirements, required to comply with regulatory filing obligations, responsible for maintenance and distribution of Plan documentation. Additional Responsibilities include Regulatory compliance of qualified benefit plans (DC, DB) and welfare benefit plans. Lead, schedule and coordinate annual benefit plans audit for qualified and health/welfare plans.</p> <p>SunTrust is seeking candidates that have a Bachelor's degree preferably in Accounting and 3+ years Audit/Accounting Experience; 3+ years Benefit Plan Compliance Experience; and project management experience. The ability to work quickly, accurately and confidentially with detailed financial and employee records is critical.</p> <p>We offer competitive salaries, excellent benefits, and growth opportunity. We are a Drug Screening and Equal Opportunity Employer, M/F/D/V. For Immediate consideration, qualified candidates should email resumes to meridith.fleming@suntrust.com.</p>		
Human Resources Manager/Director Confidential Position No. 1175	\$100,000 to \$120,000 salary unknown	<p>Director level Human Resources role, supporting the U.S. sales business, with a global fortune 500 medical technologies company in Northern New Jersey. They have a reputation as a high performance HR organization and this role specifically is a highly visible role within the company</p>	<ol style="list-style-type: none"> The person for this role must have a demonstrated ability to provide strategic and tactical HR support to a sales business, but does not have to come from a medical or pharmaceutical background. Someone interested in this position must have the ability to interact, influence and partner with senior sales executives. This individual will head up the HR sector of the 1,100 employee sales organization, and will have 5 direct reports. 	<ol style="list-style-type: none"> \$5.4 billion in total revenues (12% increase) 15,000 employees worldwide 4,000 employees in this division Great Benefits Equity Eligible
Contract Senior Compensation Analyst COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1169	\$60,000 to \$80,000	<p>Senior Compensation Analyst Duluth, GA</p> <p>Contract length: 3 months</p> <p>Talent Connections, LLC www.talentconnections.net, ranked No. 86 on the 2007 Inc. 500 list and 11th among the 50 human resources companies listed nationally, is seeking a Senior Compensation Analyst for a service organization in Duluth, GA. This is a three month contract. Please see job description below. Qualified applicants should send their resume to Teela.Jackson@talentconnections.net. No calls or agencies please.</p> <p>Is this your Dream Job?</p>	<ol style="list-style-type: none"> Skills needed: 5-7 years experience in Compensation Administration and Analysis Experience working with HRIS systems and production of reports Poses knowledge of all functional areas of Human Resources (Benefits, Payroll, Employee Relations, of course Compensation and HRIS) Experience with HRIS (Lawson a plus) Strong customer service focus Excellent project management skills including a proactive focus ability to meet deadlines, and willingness to follow through 	<ol style="list-style-type: none"> Responsibilities: Provide advice, guidance, and recommendations on job evaluations and job description development Administrate compensation pay practices Analyze and assist with design of compensation program Assist with the oversight of outside vendors hired to work on compensation projects Facilitate and participate in annual compensation surveys and analysis Completes job analysis and evaluations Maintain HRIS system (back up to HRIS Coordinator), manipulate data and run reports

Position	Salary	Description	Requirements	Quick Notes
Director Executive Restaurant Support Center Compensation Darden Restaurants, Inc. 5900 Lake Ellenor Dr. Orlando, FL 32809 Position No. 1168	\$80,000 to \$100,000 Salary range not confirmed.	<p>If the next step in your career includes providing compensation advice, guidance, and support, along with HRIS work, this may be the position for you. In this role you will have the opportunity to work with internal clients on competitive pay practices, compensation program design, administration, and analysis, and overall compensation strategies to support the business objectives of the company. The Senior Compensation Analyst will join a strong team of nine Human Resources professionals who work together to create a dynamic, support services work environment.</p> <p>Job Description: Director, Executive/Restaurant Support Center Compensation</p> <p>Job Overview The Director of Executive/Restaurant Support Center Compensation takes lead responsibility of the oversight, design, implementation, and monitoring of Executive and Restaurant Support Center compensation programs. The Director provides management, organization and leadership support for employees engaged in delivering compensation services. The Director functions in an upper management level capacity and is responsible for managing the development, implementation and evaluation of customized programs and services.</p> <p>Reports to: SVP Comp, Benefits and Employee Services Direct Reports: 1-2</p>	<p>1. Education, Training, Experience and other Key Qualifications</p> <p>2. Bachelor's degrees in an HR related field required; advanced degree preferred.</p> <p>3. 6+ years of experience in compensation required; specialized experience in executive compensation preferred; corporate compensation consulting firm experience preferred.</p> <p>4. Proven knowledge of job evaluation systems, incentive pay programs, and executive bonus programs required.</p> <p>5. Knowledge of current legal and regulatory compliance requirements required.</p> <p>6. Proven knowledge/experience in compensation plan design, implementation and administration required;</p> <p>7. up to date knowledge in executive compensation plan design and implementation of short and long-term incentive plans preferred.</p> <p>8. Highly effective verbal and written communication skills, at the executive and board level.</p> <p>9. Strong ability to build relationships and to comfortably and effectively interact with all levels of employees including senior management.</p> <p>10. including senior management.</p> <p>11.</p> <p>12.</p> <p>13.</p> <p>14.</p> <p>15.</p> <p>16.</p> <p>17.</p> <p>18.</p>	<p>1. Representative Roles and Responsibilities</p> <p>2. • Oversee the development, implementation, and monitoring of compensation programs for executives and the Restaurant Support Center employees including base compensation, short and long-term incentives, equity programs, and other compensation programs.</p> <p>3. • Contribute to the development of the corporations' compensation philosophy and strategy.</p> <p>4. • Oversee, review, and when appropriate conduct functions such as: job analysis, merit and bonus cycles, offers, promotions and terminations.</p> <p>5. • Research, develop, and prepare material for the Compensation Committee of the Board of Directors.</p> <p>6. • Serve as the technical expert in compensation matters for the HR leadership team.</p> <p>7. • Maintain company's internal and external competitive position; actively seek opportunities for improvement.</p> <p>8. • Develop tools, processes, and training to ensure compensation programs as well understood and employees realize the value.</p> <p>9. • Develops team members by supporting training, development, and other opportunities; manages individual and team performance through coaching, feedback, and performance management discussions calibrated across the department.</p> <p>10. • Serves as a member of the Total Rewards Leadership Team.</p>

Position	Salary	Description	Requirements	Quick Notes
			<ul style="list-style-type: none"> • Demonstrates strong analytical, organizational, time management, and administration skills and the 20. • Ability to handle multiple tasks in a fast-paced, dynamic environment while using sound judgment to 21. • make accurate, efficient decisions. 23. • Ability to adapt to changing priorities and work in a matrix environment; proven capability leading and 24. • influencing cross-functional teams and large scale projects preferred. 	
Director of Organizational Development COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1167	\$120,000 to \$140,000 Salary range not confirmed. Could be more or less.	<p>Director of O.D. Atlanta, GA Area Fortune 500 Consumer & Commercial Products company Overview: Our client is a Fortune 500 employer looking for a Director of Organizational Development to head up that function within the H/R organization. The client has several platforms of business and they run separately and are in need of a "key player" to assist them in:</p> <ul style="list-style-type: none"> * A complete "turn key" operation in Organizational development & Design * Enhance the enterprise wide model for performance management * Continuing the "journey" on culture change * Model the corporations' "Way of the future" * Maintain and enhance the Talent Management system * Merging new cultures to mirror one cohesive business team 	<p>1. The successful candidate must have: 3. * A "meaty" role at present with a major corporate manufacturing employer in the O.D. function (No consultants please) 4. * A generalist background in H/R 5. 6. * An M.B.A. (Or M.A.) is a minimum requirement 7. * PHD very much preferred 8. * Certifications in DDI, PDI, with training in global business units 9. * Demonstrated experience in merging various business cultures 10.</p>	<p>1. Some of the skills needed and that must be demonstrated are: 3. * M&A work with previous acquisitions in to one global business team 4. * Integration & assimilation techniques and demonstrated outcomes of any assimilation. 6. * Management of both technical and managerial training centers 7. * Management of the function through and with the use of subordinates 8. * Demonstrated skill sets in Regression Analysis, Six-Sigma, Lean and 9. Kaizen event facilitation 10. * Must be "metrics" driven 11. * Show affirmative growth of teams bench strength in Sales, Marketing, and Engineering.</p>
Director Global- HR COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1166	\$140,000 to \$160,000 Salary range not confirmed. Could be more.	<p>DIRECTOR-GLOBAL HR (Global Mobility) Location: OFFICE of HUMAN RESOURCES Job #: DSM6830 Hiring Range: Duties: Ranked eighth among U.S. News & World Report's top public universities, the Georgia Institute of Technology is one of the nation's premiere research universities, distinguished by its commitment to improving the human condition through advanced science and technology. In a world that increasingly turns to technology for solutions, Georgia Tech is using innovative teaching and advanced research to define the technological university of the 21st century.</p> <p>Georgia Tech provides opportunities around the world for innovative and progressive thinkers. A rich tradition of excellence combined with an entrepreneurial edge creates an environment where</p>		

Position	Salary	Description	Requirements	Quick Notes
		<p>individuals have the ability to make an immediate impact. Be apart of the solution at Georgia Tech!</p> <p>The Director will manage the international assignment function handling both domestic operations such as visa processing, permanent residency petitions and international tax compliance, as well as, international mobility programs such as, short-term, expatriate and extended business trip assignments. The Director will manage compliance, policy evaluation and execution and will be responsible for continuous process improvement based on industry best practices. Major responsibilities to include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Develop, interpret and administer human resources policies and procedures applicable to Institute employees (international assignees and local) assigned to locations outside of the United States to include employment, employee relations, compensation and benefits and international assignee administration. • Ensure compliance for all human resource programs in effect at the Institute are in compliance with local legal and statutory regulations. • Provide employees on international assignments with human resource related support including orientation, relocation and tax services required for those assignments. • Work with operations administrators within offices located outside the United States in meeting global staffing requisites. • Oversee the processing of non-immigrant employment (H1B, O1 and TN) petitions for non-US citizen employees ensuring that proper authorization has been obtained for work at the Institute. • Oversee the review of tax withholding and reporting obligations imposed on compensation for non-US citizens/employees in order to ensure individual tax status and treaty eligibility is properly defined and associated records are maintained. Includes updating databases and ensuring compliance. • Oversee the processing of employment-based permanent residence petitions (EB-1 and EB-2) for qualified non-US citizen employees of the Institute, including policy development and evaluation. • Develop and on approval administer the operating budget and manage staff assigned to International Human Resources. • Partner with, and drive performance of, external vendors in support of international assignees. <p>Education: Bachelor's Degree or equivalent combination of education and experience. Prefer a Master's Degree in Business or a closely related field. Experience: Ten or more years of business related experience with a minimum of 5 years of comprehensive experience in global mobility or related field. Specific experience and knowledge in US and foreign tax/labor laws, expatriate administration and immigration regulations strongly preferred. Successful candidate must have excellent written and verbal communication skills as well as the ability to advise/influence managers, employees,</p>		

Position	Salary	Description	Requirements	Quick Notes
Human Resources Administrator COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1163	\$140,000 to \$160,000 Salary range not confirmed.	<p>vendors and internal partners.</p> <p>Position Profile Responsible for the executive direction of the human resources functions for the healthcare system with more than 2,000 employees including the human resources department, benefits structure/administration, pastoral care, the child care center and education department. Oversees 25 FTEs with the assistance of 5 direct reports. Candidates will be seasoned human resources professionals with previous experience with organizational and program development as well as physician recruitment with the ability to mentor and develop employees. Ideal candidates will have experience within a service excellence based organization who have the ability to set a vision and direction for the organization.</p> <p>Facility Profile The system consists of a 410-bed medical center, a women's center and a psychiatric center and offers medical/surgical care, emergency services, a state-of-the-art outpatient surgery center, wound care and hyperbarics as well as long term acute care programs, a community care center and many other programs for the community's needs. This system has been named an "A+ Employer" by the Atlanta Business Chronicle and has also received the " FireStarter Hospital " award by the Studer Group and strives to be the best by providing the finest healthcare and continually upgrading and improving policies, facilities and equipment.</p> <p>Community Profile This community is a suburb of Atlanta , only 10 miles away, and has a population of approximately 14,000. The school system in this town is outstanding, producing bright, well-rounded students and local events keep the families in the community busy! Atlanta combines classic small town Southern Hospitality, with four distinct seasons; winters and summers are short, giving way to long, gentle springs and falls. Cultural activities, professional sporting games, and dining in world-class restaurants are all activities within reach in this bustling city!</p>		
International Workplace Rights Director(Labor Relations) Coca-Cola Enterprises Inc. 2500 Windy Ridge Pkwy. Atlanta, GA 30339 Position No. 1162	\$120,000 to \$140,000	<p>International Workplace Rights Director (CSR) COMPANY Posted: Feb 01, 2008 The Coca-Cola Company LOCATION Atlanta, United States COMPANY BACKGROUND: The Coca-Cola Company (TCCC) is a Fortune 100 company and the world's largest beverage company. Along with Coca Cola, recognized as the world's best-known brand, the company markets four of the world's top five soft drink brands, including diet Coke, Fanta and Sprite, and a wide range of other beverages, including diet and light soft drinks, waters, juices and juice drinks,</p>		<p>1. Korn/Ferry shall provide equal employment opportunity to all qualified candidates, and will refer candidates without regard to race, color, religion, national origin, sex, age, disability, veteran status or any other legally protected basis. Korn/Ferry shall comply with all applicable laws, rules and regulations in the performance of duties pursuant to this Agreement, including but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with</p>

Position	Salary	Description	Requirements	Quick Notes
		<p>teas, coffees and sports drinks. Through the world's largest distribution system, consumers in more than 200 countries enjoy the company's beverages at a rate exceeding 1 billion servings each day.</p> <p>POSITION SUMMARY</p> <p>The International Workplace Rights Director provides proactive and reactive labor relations expertise to operations, consistent with the overall Global Workplace Rights strategy, in order to support the achievement of business objectives. The International Workplace Rights Director is responsible for providing leadership on labor relations and Corporate Social Responsibility (CSR) strategy for The Coca-Cola Company globally and for providing input to the employee relations strategy. The International Workplace Rights Director also builds relationships across the company and with bottler management and across the system as well as relationships with national and international labor leaders. The focus of this role is on mitigating the potential negative impact of labor issues while furthering proactive Global Workplace Rights efforts to create alignment, consistency and accountability in the management of labor relations. The role needs to drive the Social Responsibility compliance and capacity building across the company, including at bottlers, in areas such as Freedom of Association, Discrimination, Occupational Health & Safety, Security of People, etc. The International Workplace Rights Director also has responsibility for developing Labor Relations programs, tools and resources for field operations. This role requires collaboration with Human Resources and operations leaders to address issues that arise, including issues identified in company owned operations, as well as bottlers and suppliers, as appropriate. Over time, this role should have a significantly positive business impact and be viewed by the Coca-Cola system as a "competitive advantage," as Labor Relations and Workplace Rights issues are proactively addressed and thereby prevented from escalating beyond the local level and into the national or global public arena causing a negative impact on the company's image and trademarks.</p> <p>The jobholder will be responsible for enhancing the global Corporate Social Responsibility (CSR) strategy. S/he will manage and coordinate the company's engagement with external stakeholders focused on the workplace in order to satisfy legitimate and reasonable expectations of society.</p> <p>The jobholder must bring together already existing workplace CSR-relevant activities within the company with new elements to cover all aspects of the company's business activities, producing a centrally coordinated, world-class function that meets the highest professional standards. This will enable the company to engage with stakeholders in a transparent way, thereby satisfying society's legitimate expectations, positioning the company as a responsible corporate entity in all its activities, and enhancing the company's reputation in an ever more challenging environment.</p> <p>Position Specific Activities</p> <p>Provide guidance behind the scenes on the collective bargaining strategy for operations with union representation, while working in collaboration with</p>		

Position	Salary	Description	Requirements	Quick Notes
		<p>operating management and Global Workplace Rights, to support overall business objectives.</p> <p>Provide guidance on good faith negotiation on collective bargaining agreements for represented company sites, ensuring that an agreement between both parties is reached.</p> <p>Counsel managers and employees, as appropriate, regarding the interpretation and application of the collective bargaining agreements and relevant laws and regulations at the local, national and global levels.</p> <p>Mitigate the potential negative impact of the escalation of local issues on company operations and more broadly in the Coca-Cola System, as appropriate, by ensuring that labor relations plans are implemented, as agreed.</p> <p>As part of ongoing global labor relations planning, assess the impact of local issues beyond the local level, identify programs, practices and guidance that may be required to support the business at a global level.</p> <p>Expand existing "Early Warning" systems and implement additional measures to identify local labor relations issues in company owned operations and in the Coca-Cola system generally that may escalate beyond the local level.</p> <p>Collaborate with the Director, e.g. via the Monthly Labor Relations Open Issues Report, to highlight issues and ensure that follow-up plans are in place.</p> <p>Develop Labor Relations programs, tools and resources, incorporating best practice from field operations, to serve as resources for the field and support the creation of alignment, consistency and accountability in the management of labor issues.</p> <p>Develop and maintain a comprehensive company labor relations data base.</p> <p>Over time, include all Coca-Cola system operations as part of the early warning system and as a data base model for use in the rest of Coca-Cola operations around the world.</p> <p>Participate in the design and execution of the Global Labor Relations strategy for the company, including frameworks and programs that are aligned with Global Workplace Rights business plans.</p> <p>Develop sustainable relationships with company and Coca-Cola system management globally to facilitate effective dialogue to address and resolve issues and proactively implement effective workplace practices.</p> <p>Build relationships with key regional and international key labor organizations, including relationships with representatives of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) and its affiliated unions, as appropriate, to create a positive platform to address issues as they arise and build future relationship equity by obtaining input on a proactive basis and mitigate the escalation of local issues. Play a key role in the development of ongoing dialogue and in the planning and implementation of the meetings between The Coca-Cola Company and the IUF.</p> <p>Collaborate with management in The Coca-Cola Company by providing labor relations input and perspective in areas beyond Labor Relations, such as the Employee Insights program, Employee Communications activities and Code of Conduct</p>		

Position	Salary	Description	Requirements	Quick Notes
		<p>communications, to ensure that labor implications have been considered and addressed.</p> <p>Provide labor relations input on assessment processes in the Coca-Cola system, e.g. SGP and bottler assessments, to ensure that labor relations issues are appropriately assessed and that follow-up corrective action occurs.</p> <p>Serve as a key contact point on reactive labor relations issues as requested by the Director, Global Workplace Rights. Support action planning to address issues, in conjunction with the Director, Global Workplace Rights.</p> <p>Provide labor relations guidance and support on the implementation of policies and supporting practices, such as those related to the Workplace Rights Policy, and share labor policy best practice, as appropriate, with operations in the Coca-Cola System.</p> <p>As requested by the Director, Global Workplace Rights, participate as a business representative in the ILO, OECD and other similar organizations. Provide input on policies and activities of the United States Council for International Business and other global business organizations, as appropriate.</p> <p>Identify best practices and emerging issues in the area of labor relations. Incorporate best practices into curre</p>		
<p>VP HR Bonnier Corporation Winter Park, FL 32789 Position No. 1161</p>	<p>\$120,000 to \$140,000 Salary range not confirmed.</p>	<p>Contact Human Resources Bonnier Corporation Attn: Human Resource 460 North Orlando Ave Suite 200 Winter Park, FL. 32789</p> <p>Ph: 407-628-4802 Fax: 407-628-7061</p> <p>Vice President, Human Resources Location: Bonnier Corporation/Orlando, FL Description Bonnier Corporation, a multimedia publishing company is looking for an experienced Human Resources professional to oversee its HR department. The Vice President of HR will be responsible for strategic planning, setting policies, recruitment, employee retention, training, organizational development, compensation and employee relations. The VP will manage Benefits, Payroll, Recruitment and HR Managers. The position is located in Winter Park, FL.</p>	<p>1. Responsibilities will included: 3. 1200+ employees in 5 multi-state locations 4. Labor and employee relations 5. Wage and salary administration 6. Development of HR policies and procedures 7. Develop training Programs 8. Compliance of State and Federal law 9. Analyze statistical data to identify personnel problems and develop recommendations for improvement 10. Oversee the in-house corporate travel department 13. BA/BS in Human Resources, Business or Finance (Masters preferred) 14. 8-10 years experience in Human Resources 15. Excellent analytical, organizational, communication, management and leadership skills 16. Self starter who take initiatives and has a hands on management style 17. Substantial experience designing compensation plans and programs</p>	

Position	Salary	Description	Requirements	Quick Notes
Director of HR Supply CHain COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1159	\$120,000 to \$140,000 Salary range not confirmed.	<p>Director of HR, Supply Chain division Atlanta, Georgia Talent Connections, LLC (www.talentconnections.net), ranked No. 86 on the 2007 Inc. 500 list and 11th among the 50 human resources companies listed nationally, has been asked to identify a Director of HR, Supply Chain for a manufacturer of top-quality industrial cleaning products in Atlanta, GA. We are seeking qualified candidates who will embrace the values and culture of this company. Qualified applicants should send their resume to alanlee@talentconnections.net. No calls from agencies please.</p> <p>Is this your dream job? Working along side their newly appointed Chief Human Resources Officer who has an outstanding reputation in the HR and Business community, you will be directly linked to the company's business strategy of driving successful performance through people. This new HR leader has a strong vision and strategic plan to develop the human capital capabilities in the organization and is looking for a capable HR leader with outstanding supply chain and lean management/lean enterprise capabilities and experiences. The position's primary responsibility is to partner with the Head of Supply Chain as a strategic and tactical business leader delivering value to your clients that exceeds business objectives by using a variety of human resource tools.</p> <p>About The Company: Headquartered in Atlanta, GA, our client is a leading provider of specialty chemical products to a wide variety of industrial, institutional and retail customers. The company produces more than 3,500 sanitation and maintenance products for professional use, including detergents, disinfectants, hand cleaners, degreasers, deodorants, lubricants, floor finishes, and pest control solutions.</p> <p>Our client has a solid presence throughout America and in the international marketplace, reaching into every major city in the United States, Canada and a number of cities in Western Europe. Their sales force of over 1,500 representatives is committed to providing high-quality products, service, and industry knowledge to more than 300,000 customers annually. The breadth of their product line provides customized, superior solutions to a wide customer base consisting of car washes, schools, municipalities and other government organizations, manufacturers, food preparers and processors, restaurants, hospitals, and hotels.</p>	<p>18. Ability to communicate and work effectively with senior management</p> <p>19. Prefer experience in developing and leading in-house training programs</p> <p>3. · Partner with two key Executives, the VP/Chief Human Resources Officer and the SVP, Chief Supply Chain Officer, to deliver to the company a comprehensive HR strategy that drives business results</p> <p>5. · Using Lean Enterprise Transformation tools, the Director will be responsible for shaping the supply chain elements of this business.</p> <p>7. · Work closely with the Supply Chain Business Leaders, identify priorities, and deliver HR solutions to contribute to the achievement of specific business objectives in concert with the overall HR Strategy.</p> <p>9. · Using the human resources shared services platform, the Director will develop and use the tools needed to create a great place to work environment for our associates by engaging and motivating them to deliver a superior customer experience.</p> <p>13. a.. Initiate key talent identification, development, training and retention strategies for the Supply Chain division.</p> <p>16. d.. Communicate with all levels of associates to convey information and listen to concerns while developing solutions. Act as a change agent when needed and design processes and approaches which prepare associates for ongoing change.</p> <p>17. e.. Participate in the Performance Management Process and identify methods to use the tool to improve communications, an associate's contributions and career development.</p> <p>18. f.. Provide training and development programs on a variety of business and human resource topics to associates.</p> <p>19. g.. Ensure compliance with all state and federal laws, Company policies, and practices. Recommends solutions and implements plans as need.</p> <p>23.</p>	<p>3. To be successful, the individual needs to have strong leadership, mentoring, listening and team building skills coupled with a deep mastery of lean management business principles unique to the supply chain (specifically manufacturing and distribution) industry. The ideal candidate must build and maintain excellent working relationships throughout the company, and provide the leadership to foster an environment where individuals in his or her areas of responsibility, work as a team to meet th</p>

Position	Salary	Description	Requirements	Quick Notes
Human Relations Manager/Director COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1158	\$80,000 to \$100,000 salary range not confirmed.	<p>Our client is a preeminent hotel ownership, management, and development company with an outstanding portfolio of select service, full service and resort locations in the southeast. They are seeking experienced Director of Human Resources candidates to be responsible for all property human resources operations.</p> <p>The Resort Human Resource Director is responsible for diverse human resources services, which may be complex and most often confidential. Direct responsibilities include: talent acquisition and retention, employee relations, legal compliance, risk management, strategic HR planning and implementation, policy interpretation and administration, and special projects as assigned by the VP Human Resources and Resort Managing Director/General Manager. These duties primarily support the full service hotel/resort operations. The facility has between 600 - 1200 employees depending on the time of year. It is a premier resort, so someone with resort experience would be ideal. In addition to the resort and golf facility is a residential component. There is also a non-profit component to this job.</p> <p>Reports to: Managing Director/General Manager Resort Operations</p>	<ul style="list-style-type: none"> · A Bachelors Degree in HR or Business is required, MBA is preferred. 27. · 10+ years of experience as a Human Resources Generalist/Business Partner. 29. · 5+ years of experience in supporting Supply Chain clients 31. · 5+ years of experience in a Lean Management environment 41. · Experience working in a matrix environment is preferred. 43. · Experience in collaborative manufacturing, distribution and sales setting is preferred. 45. · PHR/SPHR Certification is preferred. 47. · Bi-lingual abilities with Spanish are preferred <ol style="list-style-type: none"> 1. Four-year college degree is preferred, and/or equivalent work experience. 2. Certification preferred: PHR 3. Previous Human Resources Management experience in full service resort operations with multiple outlets with seasonal staffing 	<ol style="list-style-type: none"> 3. Approach all encounters with guests and team members in a friendly, service-oriented manner. 4. Lead a department team of 7-10 direct reports. 5. Have knowledge and understanding of all department policies and procedures, and communicate and enforce all policies fairly and consistently with field staff. 6. Ability to recruit managers and interview effectively by screening and using existing job descriptions. 7. Lead management talent acquisition and retention for full resort with up to 120 managers. 8. Lead hourly team member talent acquisition and retention for full resort with up to 1200 team members including full time, part time, seasonal, temporary, J1 and H2B visas. 13. Support and assist resort with HR policy/procedure interpretation, team member satisfaction goals and activities including turnover goals, climate survey results, wage and benefit surveys, TM handbooks, etc. 14. Investigate and review EEOC, DOL, OFCCP complaints and issues. 15. Understand the company's Balanced Scorecard business approach and develop strategic activities to support model. 16. Develop and implement benefits programs. 17. Have knowledge of recruiting sources and labor market. 18. Have knowledge of community and support the Fair Treatment and "Open Door" policy. 19. Ensure accuracy of Payroll/HRIS system data and practices. 22. Conducting training classes. 24.

Position	Salary	Description	Requirements	Quick Notes
HR Director COMPANY CONFIDENTIAL - Florida Tallahassee, FL 32301 Position No. 1157	\$80,000 to \$100,000 salary range not confirmed.	<p>Jacksonville,FL, a growing e-commerce retail company, has asked me to locate their first HR Director. They are looking for someone who's "been there, done that" in all aspects of building an HR department within a growing organization. They will pay a competitive salary commensurate with experience, and relocation, if necessary. If you, or someone you know, would like to learn more about this opportunity, please contact me. ~Marie~</p> <p>SUMMARY</p> <p>This individual will administrate all phases in Human Resources, including recruiting, compensation analysis, benefits, employee relations and policy implementation. Coordinate with outside legal counsel regarding employee discipline, termination of employees and other employee relations issues. Collaborate with Operations department regarding safety, health and security programs. Ensure that the companies policies and practices comply with provisions of regulatory agencies and federal and state law. Develop policies under guidance of legal counsel or executive direction.</p>	<p>1. EDUCATION and/or EXPERIENCE: 3. 2. Bachelors Degree (B.A.) and a minimum of 5 years progressive HR experience preferred. 3. Has served as a personnel director of a company with a minimum of 100 employees. 9. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.</p>	<p>Have a working knowledge of OSHA regulations and record keeping requirements.25. Working knowledge of security procedures and emergency plans27. If you are interested and qualified, please send a "Word" copy of your resume/CV and salary requirements to the address below. When applying, please indicate the job and the location in the subject line of your e-mail. If this position is not for you and you know of someone who might be interested, please forward this to them.</p> <p>q Plans, directs and carries out policies relating to all phases of personnel activity.4. q Responsible for employee recruitment, interviewing, and new hire orientation processes and initiatives5. q Serves as employee benefits manager and makes recommendations for change.6. q Analyzes wage and salary reports and data to determine competitive compensation plan.9. q Ensured that a human resources information system meets top management information needs.10. q Oversees the analysis, maintenance, and communication of records required by law or local governing bodies, or other departments in the organization.11. q Studies legislation, arbitration decisions, and collective bargaining contracts to assess industry trends.12. q Writes and delivers presentations to corporate officers or government officials regarding human resources policies and practices.13. q Participates in formulating and administering organizational policies and developing long range goals and objectives in relation to HR or personnel issues.14. q Dispenses advice, guidance, direction and authorization to carry out major plans, standards and procedures, consistent with established policies and law in relation to HR or personnel issues.15. q Confers with administrative personnel to review achievements and discuss required changes in goal or objectives resulting from current status and conditions in relation to HR or personnel issues.16. q Serves as member of management on committees or task forces for issues of special study.17. q Collaborates with key staff members and Executive Director to develop and implement strategic and operational plans in relation to HR or personnel issues.</p>
Director of Human Resources COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1156	\$100,000 to \$120,000	<p>Title: Director, Human Resources Salary: Excellent & bonus Base Salary : Minimum: \$100,000.00 Maximum: \$120,000.00 Pay Period Annual</p>		

Position	Salary	Description	Requirements	Quick Notes
		<p>Job Location : Atlanta, GA</p> <p>Report To : GM</p> <p>Candidate Citizenship / Residency Requirement : US Citizen Employment Type : Full Time Experience Required : 5 - 10 years</p> <p>Our client is a preeminent hotel ownership, management, and development company with an outstanding portfolio of select service, full service and resort locations in the southeast. They are seeking experienced Director of Human Resources candidates to be responsible for all property human resources operations.</p> <p>The Resort Human Resource Director is responsible for diverse human resources services, which may be complex and most often confidential. Direct responsibilities include: talent acquisition and retention, employee relations, legal compliance, risk management, strategic HR planning and implementation, policy interpretation and administration, and special projects as assigned by the VP Human Resources and Resort Managing Director/General Manager. These duties primarily support the full service hotel/resort operations. The facility has between 600 – 1200 employees depending on the time of year. It is a premier resort, so someone with resort experience would be ideal. In addition to the resort and golf facility is a residential component. There is also a non-profit component to this job.</p> <p>Reports to: Managing Director/General Manager Resort Operations</p> <p>Qualifications:</p> <p>The successful individual will:</p> <ul style="list-style-type: none"> • Approach all encounters with guests and team members in a friendly, service-oriented manner. • Lead a department team of 7-10 direct reports. • Have knowledge and understanding of all department policies and procedures, and communicate and enforce all policies fairly and consistently with field staff. • Ability to recruit managers and interview effectively by screening and using existing job descriptions. • Lead management talent acquisition and retention for full resort with up to 120 managers. • Lead hourly team member talent acquisition and retention for full resort with up to 1200 team members including full time, part time, seasonal, temporary, J1 and H2B visas • Monitor and update job requisitions. • Maintain applicant flow log/data. • Function as Payroll System Administrator for all new and existing field payroll users. • Monitor Risk Management results for workers compensation, general liability, automobile, EPLI. • Support and assist resort with HR policy/procedure interpretation, team member satisfaction goals and activities including turnover goals, climate survey results, wage and benefit surveys, TM handbooks, etc. • Investigate and review EEOC, DOL, OFCCP complaints and issues. • Understand the company's Balanced Scorecard business approach and develop strategic activities to 		

Position	Salary	Description	Requirements	Quick Notes
HR Director COMPANY CONFIDENTIAL - Florida Tallahassee, FL 32301 Position No. 1134	\$100,000 to \$120,000	<p>support model.</p> <ul style="list-style-type: none"> • Develop and implement benefits programs. • Have knowledge of recruiting sources and labor market. • Have knowledge of community and support the Fair Treatment and "Open Door" policy. • Ensure accuracy of Payroll/HRIS system data and practices. • Review and recommend improvements toward maintaining a competitive package for team members. • Development and monitoring of training programs and materials. • Conducting training classes. <p>§ hotel experience a must</p> <p>This individual will administrate all phases in HR, including recruiting, compensation analysis, benefits, employee relations and policy implementation. Coordinate with outside legal counsel regarding employee discipline, termination of employees and other employee relations issues. collaborate with Operations department regarding safety, health and security programs. Ensure that the companies policies and practices comply with provisions of regulatory agencies and federal and state law. Develop policies under guidance of legal counsel</p>	<p>1. EDUCATION AND/OR EXPERIENCE</p> <p>2. Bachelor's degree and a minimum of 5 years progressive HR experience preferred</p> <p>3. Has served as a personnel director of a company with a minimum of 100 employees</p> <p>4. LANGUAGE SKILLS</p> <p>5. Strong communication skills required</p> <p>6. COMPUTER SKILLS</p> <p>7. Ability to use basic word processing software and to learn computer quickly</p> <p>8. REASONING ABILITY</p> <p>9. Ability to solve practical problems and deal with a variety of concrete variables in situations where ony limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram or scheduel form</p>	<p>1. DUTIES AND RESPONSIBILITIES</p> <p>2. * Plans, directs and carries out policies relating to all phases of personnel activity</p> <p>3. * Responsible for employee recruitment, interviewing and new hire orientation processes and initiatives</p> <p>4. * Serves as employee benefits manager and makes reccommendations for change</p> <p>5. * Analyzes wage and salary reports and data to determine competitive compensations plans</p> <p>6. * Writes directives advising department managers of and provides training, as it pertains to company policy about equal employment opportunities, compensation, employee benefits and performance management</p> <p>7. * Consults legal counsel and other professional consultants to ensure corporate compliance with federal, state, and local employment and labor laws</p> <p>8. * Ensured that a HR information system meets top management information needs</p> <p>9. * Oversees the analysis, maintenance and communication of records required by law or local governing bodies, or other departments in the organization</p> <p>10. * Studies legislation, arbitration decisions and collective bargaining contracts to assets industry trends</p> <p>11. * Writes and delivers presentations to corporate officers or government officials regarding human resources policies and practices</p> <p>12. * Participates in formulating and administering organizational policies and developing long range goals and objectives in relation to HR or personal issues</p> <p>13. * Dispenses advice, guidance, direction and authorizat on to carry out major plans, standards and procedures, consistent with established policies and law in relation to HR or personnel issues</p> <p>14. * Confers with administrative personnel to review achievements and discuss required changes in goal or objectives resulting from current status and conditions in relation to HR or personnel issues</p> <p>15. * Serves as member of management on committees or task forces for issues of special study</p> <p>16.</p>

Position	Salary	Description	Requirements	Quick Notes
				*Collaborates with key staff members and Executive Director to develop and implement strategic and operational plans in relation to HR or personnel
Benefits Compliance manager SunTrust 303 Peachtree Atlanta, GA 30303 Position No. 1133	\$80,000 to \$100,000	<p>The Compliance Manager for the Benefits area would have responsibility for managing all Benefit Plan audits, managing and therefore minimizing risk related to the benefits area based on internal and external requirements, required to comply with regulatory filing obligations, responsible for maintenance and distribution of Plan documentation</p> <p>Additional Responsibilities include Regulatory compliance of qualified benefit plans (DC, DB) and welfare benefit plans specifically related to: ERISA reporting requirements to ensure compliance with regulations issued by the IRS, DOL, PBGC, EGTRRA, USERRA, COBRA, HIPPA, FMLA, FAS 106, FAS 112 and Sarbanes-Oxley(SOX) audits. Benefit Plan administration (DC, DB and welfare benefit plans) Experience with plan design concepts (Loans, Withdrawals, Hardships, Automatic Rollovers, QDRos, etc) Coordinate and prepare the timely filing Form 5500 to the DOL, and distribution of SARs/SPDs to employees, retirees and beneficiaries. PBGC payments, 990-T, 990, 1041 filings fir Health and Welfare plans. Lead, schedule and coordinate annual benefit plans audit for qualified and health/welfare plans.</p>	<p>1. Sun Trust is seeking candidates that have a Bachelor's degree preferably in Accounting and 3+ years Audit/Accounting experience</p> <p>2. 3+ years Benefit Plan Compliance experience</p> <p>3. Project management experience</p> <p>4. The ability to work quickly, accurately and confidentially with detailed financial and employee records is critical</p>	
Human Resources Mgr/Dir. COMPANY CONFIDENTIAL - Florida Tallahassee, FL 32301 Position No. 1132	\$100,000 to \$120,000		<p>1. 7=10+ years expereince in Human Resources as a generalist</p> <p>2. Manufacturing expereince (Tampa position requires in=plant and corporate experience)</p> <p>3. Employee Relations</p> <p>4. Union and Non-union experience is a plus</p> <p>5. Experience with multiple facilities a plus</p> <p>6. Experience with Training and Development is a plus</p> <p>7. Experience with compensation is a plus</p> <p>8. Experience with Lean Manufacturing and Six Sigma is a plus</p>	
Senior Staffing Manager SunTrust 303 Peachtree Atlanta, GA 30303 Position No. 1129	\$120,000 to \$140,000	<p>RESPONSIBILITIES</p> <p>Manage day to day operations and recruiting activities for 2 managers and 15 recruiters-establish individual performance goals and review performance against goals. Annual hires are approximately 1200.</p> <p>Recruit for executive openings as needed-customarily 53+</p> <p>Lead and/or team member for various staffing initiatives and projects</p> <p>Partner with line business leaders and HR to forecast staffing needs</p>	<p>1. MINIMUM REQUIREMENTS</p> <p>2. 10+ years of HR expereince, including a minimum of 5+ years managing an executive recruiting function</p> <p>3. Extensive experience in managing a staffing function for a large corporation</p> <p>4. A successful track record of solving complex recruiting relate problems in a</p>	<p>1. PREFERRED REQUIREMENTS</p> <p>2. HR expereince specifically staffing experience in a financial services organization is highly preferred</p> <p>3. Previous experience in other facets of HR- compensation, employee relations, etc</p> <p>4. Experience on projects involving business clients and other HR divisions to support acquisitions, divestitures and re-organization</p>

Position	Salary	Description	Requirements	Quick Notes
		Lead development of staffing & retention strategies and tactical staffing plans. Proposes solutions to resolve challenges with hiring processes Develop strategies for developing and sourcing talent, partnering with line management and HR to ensure a diverse pipeline of talent is readily available to support current and future staffing needs Ensure compliance with the company's policies and legal guidelines to protect the business and its employees	cost effective manner 5. Experience in providing direction on exempt and senior management hiring activities for clients 6. Experience working directly with clients to understand business needs and the development and implementation of staffing programs 7. A successful history of management of staff, budgets, programs and projects in a large corporation 8. Excellent oral and written communication skills	
Human Resource Manager Masonite International 1 N Dale Mabry Hwy Tampa Bay, FL 33609 Position No. 1118	\$120,000 to \$140,000 Salary not confirmed.		1. 7-10+ years experience in human resources as a generalist 2. Manufacturing experience (Tampa position requires in-plant and corporate experience) 3. Employee Relations 4. Union and non-union experience is a plus 5. Experience with multiple facilities is a plus 6. Experience with Training and Development is a plus 7. Experience with compensation is a plus 8. Experience with Lean Manufacturing and Six Sigma is a plus	1. \$1.5 Billion global manufacturing company which is currently Pre-IPO.
Head of Global Recruitment Function Brown-Forman 840 Dixie Highway Louisville, KY 40210 Position No. 1113	\$140,000 to \$160,000 Salary not confirmed. Could be more.	Will head up the Global Recruitment function.	1. We are seeking HR executives with a minimum of 12 years 2. experience ideally with a minimum of 3 years of recruitment leadership 3. experience on a global basis. The next step for the successful placement 4. will be the Vice President, Talent Management role.	1. Brown-Forman is a \$2.8 bil.+ publicly-traded, financially solid wine and spirits company. 2. Brown-Forman's most popular brands include Jack Daniels, Canadian Mist, 3. Early Times and Southern Comfort.
Director, Executive/Restaurant Support Center Compensation Darden Restaurants, Inc. 5900 Lake Ellenor Dr. Orlando, FL 32809 Position No. 1110	\$140,000 to \$160,000 Relocation package + 20% Bonus + Stock	The Director of Executive/Restaurant Support Center Compensation takes lead responsibility of the oversight, design, implementation and monitoring of Executive and Restaurant Support Center compensation programs. The Director provides management, organization and leadership support for employees engaged in delivering compensation services. The Director functions in an upper management level capacity and is responsible for	1. EDUCATION/TRAINING/EXPERIENCE AND OTHER KEY QUALIFICATIONS 2. * Bachelor's degrees in an HR related field required; advanced degree preferred 3.	1. ROLES AND RESPONSIBILITIES 2. * Oversee the development, implementation and monitoring of compensation programs for executives and the Restaurant Support Center employees including base compensation, short term and long term incentives, equity programs and other compensation programs 3. * Contribute to the development of the corporation compensation philosophy and

Position	Salary	Description	Requirements	Quick Notes
		managing the development, implementation and evaluation of customized programs and services.	<p>* 6 + years of experience in compensation required; specialized experience in executive compensation preferred; corporate compensation or leading compensation consulting firm experience preferred</p> <p>4. *Proven knowledge of job evaluation systems, incentive pay programs and executive bonus programs required</p> <p>5. * Knowledge of current legal and regulatory compliance requirements required</p> <p>6. * Proven knowledge/experience in compensation plan design, implementation and administration required; up to date knowledge in executive compensation plan design and implementation of short and long term incentive preferred.</p> <p>7.</p> <p>8. REQUIRED SKILLS:</p> <p>9. * Highly effective verbal and written communication skills, at the executive and board level</p> <p>10. *Strong ability to build relationships and to comfortably and effectively interact with all levels of employees including senior management</p> <p>11. *Ability to handle sensitive information confidentially required</p> <p>12. *Demonstrates strong analytical, organizational, time management and administration skills and the ability to apply business understanding and use persuasion/influence towards providing solutions</p> <p>13. * Ability to handle multiple tasks in a fast paced, dynamic environment while using sound judgement to make accurate and efficient decisions</p> <p>14. * Expert skills in Excel and Word required; Access, PowerPoint and PeopleSoft HR skills preferred</p> <p>15. * Ability to adapt to changing priorities and work in a matrix environments; proven capability leading and influencing cross functional teams and large scale projects preferred</p>	<p>strategy4. * Oversee, review, and when appropriate conduct functions such as: job analysis, merit and bonus cycles, offers promotions and terminations5. *Research, develop, and prepare material for the Compensation Committee of the Board of Directors6. * Serve as the technical expert in compensation matters for the HR leadership team7. * Maintain company's internal and external competitive position; actively seek opportunities for improvement8. * Lead and drive efforts to monitor and ensure compensation programs comply with all organizational policies and relevant federal, state and local laws and regulations9. *Provide guidance and recommendations to management on policies, practices and programs10. *Develop tools, processes and training to ensure compensation programs as well understood and employees realize the value11. *Develops team members by supporting training, development and other professional growth12. *Serves as member of the Total Rewards Leadership Team</p>
Director of Human Resources COMPANY CONFIDENTIAL - Georgia 123 Main Street	\$60,000 to \$80,000 Salary range not confirmed.	Georgia State Financing and Investment Commission is looking for a Director of Human Resources. You will be responsible for managing professional,	1. EDUCATION/REQUIREMENTS 2. * Minimum of a Bachelor's degree or	1. Qualified applicants should send their resume to: 2. Ginger Wallis3.

Position	Salary	Description	Requirements	Quick Notes
Atlanta, GA 30301 Position No. 1092		<p>technical and clerical staff to ensure effective delivery of human resources and organizational development functions, serving on the Senior Leadership Team for all three agencies, and assisting and advising agency managers about Human Resources issues. This position reports to the Deputy Director, CONstruction Division.</p> <p>To be successful the individual must have a broad knowledge and experience in employment law, compensation, organizational planning, organization development, employee relations, safety and training and development. The ideal candidate must demonstrate the ability to lead and develop Human Resources staff members(6+) serve as a successful participant on a senior management team and be a highly analytical Human Resources professional with the ability to provide appropriate metrics and analysis leveraging PeopleSoft. In addition, the successful candidate will have supported an organization with a cross section of both exempt and non-exempt employees, as well as, worked in an environment utilizing BALanced Scorecard.</p>	<p>equivalent in Human Resources, Business, Organization Development or a closely-related field</p> <p>3. * 7 years of progressive leadership experience in Human Resources positions of which three years or more was in a supervisory capacity responsible for managing an entire personnel program for a company or agency.</p> <p>4. * Experience in the administration of benefits and compensation programs and other Human Resources programs</p> <p>5. * Excellent computer skills in a Microsoft Windows environment generally, and Microsoft Excel specifically</p> <p>6. * Excellent oral and written communication skills, organizational skills, record keeping skills and interpersonal and coaching skills</p> <p>7. * Evidence of the practice of a high level of confidentiality</p> <p>8.</p> <p>9. PREFERRED QUALIFICATIONS</p> <p>10. *PeopleSoft HRMS experience</p> <p>11. * Specialized training in employment law, compensation, organizational planning, organizational development, employee relations, safety and training preferred</p> <p>12. * Active affiliation with appropriate Human Resources networks and organizations preferred</p> <p>13. * Possess ongoing affiliations with leaders in successful companies and organizations that practice effective Human Resources Management</p>	<p>4. GingerWallis@talentconnections.net</p>
Director of Benefits COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1091		<p>The Director will have responsibility for ensuring the design, delivery and communication of all faculty and staff benefits programs are in support of Georgia Tech's strategic objectives. The Director will lead the team responsible for executing the programs with an objective of continuous improvement of design, process, and systems based on Georgia Tech's needs and best practices.</p>	<p>1. Major Responsibilities:</p> <p>2. * Lead and develop a team of benefit analysis and counselors to ensure a positive work environment, high performance, and individual development.</p> <p>3. * Communicate and "package" Georgia Tech benefits in such a way as to increase the perceived value for current and prospective employees of being a part of the Georgia Tech team. Ensure employees are equipped to</p>	<p>1. HOW TO APPLY:2. Go to: https://ea.ohr.gatech.edu3. Select "Browse Jobs"4. Select "Classified Employment-Job Listings"5. Select the "Administrative/Managerial" job category6. Scroll down to select the job entitled "DIRECTOR-Benefits"7. Apply for this job.8. 9. Note:10. If you are having issues finding this position, please contact Debbie McCloud at Debbie.McCloud@ohr.gatech.edu</p>

Position	Salary	Description	Requirements	Quick Notes
			<p>Ensure employees are equipped to effectively access and utilize the benefits offered by Georgia Tech.</p> <p>4. * Design and deliver benefit plans and processes which support Georgia tech's priorities.</p> <p>5. * Counsel and assist faculty and staff in areas such as retirement planning, long term disability, and health claims</p> <p>6. * Consult with academic and administrative leladers and managers throughtout the Institute to solve business issues as they relate to total compensation. Partner with other areas of Human Rresources to provide holistic solutions to people issues and to design approaches which are seamless and effective across different functional areas. Play a lead role in supporting the work of the Faculty Benefit Committee.</p> <p>7. * Partner with various vendors to ensure an effective, healthy working relationship wxists for the maximum performance of the benefit offered. Administer the plans and policieis to ensure Georgia Tech is in compliance with legal and statutory regulations. Ensure continous improvemnt to policies, process and systems. Audit and approve financial payments and processes</p> <p>8. * Measure effectiveness of plans, provcesses and delivery to ensure benefits are supporting Georgia tech achieving both its short term and long terms strategic objectives.</p> <p>9. REQUIREMENTS:</p> <p>10. A Bachelor's Degree ina a related field and eight or more years of job related expereince or any equivalent combination is required to perform his job. Preferred qualifications include a Master's degree.</p> <p>11. Experience managing a team with responsibility for setting goals and objectives, assessing performance, and developing talent is required.</p> <p>12. Demonstrated skills and expereince in benefit design and delivery, communication and education, project planning, and consulting as well as, the ability to advise/influence managers, employees, vendors and internal partners are required.</p>	

Position	Salary	Description	Requirements	Quick Notes
Vice President, Human Resources Confidential Position No. 1073	\$200,000 to \$250,000 Bonus opportunity, benefits, and relocation assistance	<p>The Vice President, Human Resources reports to the corporate Executive Vice President/CFO, and serves as a member of the corporate senior staff. The position also works with the Compensation Committee of the Board of Directors. Direct reports include the Vice President of Compensation, Benefits, and HRMS. The person in this position is also a member of the Family Career Guidance Committee primarily functioning in an advisory role concerning organizational matters, positions, and career paths. Dotted-line reports include the Vice President of Human Resources for 100+ retail food stores, Vice President of Human Resources for food wholesale division, and Director of Human Resources for food distribution division.</p> <p>The primary functions of the Vice President, Human Resources are to lead the HR function in the recruitment, development, and retention of talent, and to maintain the culture, necessary to grow profitably. In doing so, the Vice President of Human Resources will work as part of a management team taking the lead to:</p> <ul style="list-style-type: none"> • Create the people plans needed to support the business; • Staff the positions with the best internal and external talent; • Provide the training and development needed to support the business; • Provide incentives, pay, and benefits that attract and retain top talent and hold employees accountable for 75th percentile performance; • Create a culture that encourages top performance and equitable treatment; • Support the well-being of the employees; • Ensure the full legal compliance; • Assist with the development and implementation of the overall business strategy. 	<p>Successful officer level HR experience; similar industry experience is greatly preferred. Excellent communication skills; effective relationship building skills; and results oriented. Excellent strategic thinking abilities. Good business and value understanding. Business knowledge; understands the value chain, and how the company makes money and adds value to customers; knows the business specifically or has enough background to get up to speed quickly. State of the art HR knowledge and expertise to lead the development of HR programs including staffing, development, organization structure, HR measurement, legal compliance, performance management, compensation, and benefits. HR technology experience for providing faster service, reducing cost, and providing insights into the workforce. Four year undergraduate degree in relevant area required; advanced degree strongly preferred.</p>	<p>Compensation will be commensurate with experience including a competitive base salary, an attractive bonus opportunity, benefits, and relocation assistance.</p>
Senior Director Human Resources Husqvarna Outdoor Products 172 Old Ellore Rd Orangeburg, SC 29115 Position No. 1055	\$160,000 to \$180,000 Salary range is an estimate. Could be more or less.	<p>Husqvarna seeks a seasoned HR professional with significant large plant experience. This senior level professional will lead a team of HR professionals in the core areas of staffing, payroll & benefits, and safety. Responsibilities: Talent management. Employee development, training & succession planning. Employee relations, Policy development, administration & enforcement, Professional recruiting, and Team building. Compensation design and implementation Regulatory and legal compliance, Organizational design and Public Relations.</p>	<p>1. Level of knowledge, training and experience should include a degree in Human Resources, business or other related field with 15 or more years practical experience in Human Resources leadership. SPHR certification preferred. Must be able to communicate ideas clearly, both orally and written and be able to foster a team environment. Ability to work in a fast-paced, demanding culture. Excellent communications skills. PC skills to include Microsoft Office, Lotus Notes, and Ceridian Payroll/HRIS.</p>	<p>1. This is a challenging position that will be well compensated for success. Husqvarna Outdoor Products (HOP) - Orangeburg, South Carolina. Commuting distance to Charleston and Columbia, SC.</p>
Organizational Development Consultant COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 1041	\$80,000 to \$100,000	<p>Provide internal organizational development consulting services, Conduct leadership and management development coaching sessions, Facilitate management and leadership courses, Develop High Performance Teams, Conduct needs assessments/analysis, interviews and surveys, Interpret data for internal clients and recommend Organizational Development solutions, Handle multiple projects, while adhering to tight deadlines, Ability to travel 25% of time.</p>	<p>1. Education Required: Bachelor's Degree or equivalent experience, 3 - 5 years of progressively more responsibility in the areas of Human Resources and Organizational Development, Excellent facilitation and communication skills required, Must be organized and responsive. Preferred certifications: ICF Coaching School Certification, Associate Certified Coach(ACC), Professional</p>	

Position	Salary	Description	Requirements	Quick Notes
Director Talent Management, Atlanta Waste Management, Inc. 1001 Fannin St. Ste. 4000 Houston, TX 77002 Position No. 1035	\$120,000 to \$140,000 \$125,000 to \$150,000 salary and 35% bonus potential	<p>Leads the development and execution of the talent management practices that will attract, develop, retain and deploy talent to drive the Corporate and Group strategic business goals. This position has responsibility for providing thought leadership, consultative support and project management for key talent management initiatives such as; staffing, leadership assessment, succession planning, and development planning.</p> <p>Essential Duties and Responsibilities include the following: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Other minor duties may be assigned.</p> <ul style="list-style-type: none"> •Responsible for developing value added talent management programs and processes that address strategic business needs. Manage execution of talent management strategies and programs within the group. •Responsible for ensuring that all talent acquisition needs, including, non-exempt, professional, senior managerial, and executive are effectively met. •Liaise with corporate talent and strategic staffing groups to implement systems to track open positions, manage candidate and position status, and oversee reference checking process. •Provides regular reports on status of open positions and associated information. Manages the client engagement process regarding all openings and qualified candidates. Will make candidate recommendations. •Liaise with Corporate Strategic Staffing and oversee workforce planning, headcount budgeting, and maintaining established staffing metrics. Maintains established policies and procedures, objectives, quality assurance program and safety standards. •Understands and is well versed in federal and state employment statutes. •Serves as an active member of the Sr. Talent Leadership Team as well as the Talent Council. •Drives enterprise wide talent initiatives, including interview training and employment branding in the division or department. Assists in developing and revising consistent process. Serves as an active member of the Talent Leadership Team and Talent Council •Establish talent management strategies in that are consistent with the strategic business framework that are within financial and timeline constraints. Develop and execute a plan to brand, market and increase employee awareness of and engagement in Talent Management programs. •Establish process improvement initiatives to increase the efficiency, effectiveness and experience for hiring managers and candidates. Identify and implement best practices in staffing and establish framework for integration of those practices in the WM talent management processes. 	Certified Coach(PCC), DDI Certification, Achieve Global certification.	1. Reports to VP, Talent Management. Can send resume to contact or apply online at wm.com

Position	Salary	Description	Requirements	Quick Notes
		<ul style="list-style-type: none"> •Serve as Group expert on organizational and individual assessment methodology and tools (including interpretation, debriefings and reporting) and use data for developmental purposes and leadership pipeline planning. •Partner with business leaders and HR leaders to drive successful Talent Review processes, create succession and development plans for their organization. Strategically monitor the development of key talent and ensure that development plans are in place and achieved, while ensuring readiness for next likely assignment. •Strengthen management's ability to assess talent. Coach Managers in organization review process and establishment of development plan. Seek opportunities to link talent management processes with other key HR processes including leadership development. <p>Supervisory Responsibilities This position will be responsible for supervising assigned staffing professionals which may include a staffing manager and recruiters.</p>		
<p>Group Vice President, Compensation & Benefits Not stated COMPANY CONFIDENTIAL - North Carolina</p> <p>Raleigh, NC 27601 Position No. 1034</p>		<p>Drive the development of a total compensation and rewards strategy (inclusive of Executive Compensation) for the organization, which will include the creation of a multi-year, multi faceted compensation plan, which will serve as the framework in which the organization will operate and develop additional programs. Ensure adherence to Sarbanes Oxley requirements in all functions. Recommend process improvements and changes to improve productivity. Determine the strategic direction of all Compensation and Benefits programs in Time Warner Cable as a public company. Assure through audits, reports, and personal expertise that company programs/practices are consistently administered in compliance with legal regulations and company policies. Develop progressive and proactive incentive compensation, equity plans, and benefit programs to motivate, incentivize and reward performance. Continually assess the competitiveness of all programs and practices against the relevant comparable companies, industries and markets. Develop an effective communication strategy and educational materials to ensure that the compensation and benefit programs are fully understood and appropriately valued by employees and managers. Develop, coach, and mentor the corporate team of Compensation and Benefits professionals (15+). Work with Corporate, Regional and Divisional Leadership and HR staffs to design and deliver effective compensation and benefits programs that support the growth of the business.</p>	<ol style="list-style-type: none"> 1. Bachelor's degree in Human Resources, Business Administration or related field. 2. Certifications in Compensation, Benefits, and HRMS a plus. 15 + years experience in a Human Resource Executive capacity focusing on Executive Compensation, Stock, and Benefits. (Public Company experience is a must). Strong foundation in all compensation areas (salary administration, sales compensation, executive compensation, equity design and administration). Demonstrated experience with implementation of compensation programs within a decentralized organization. 3. Strong benefits expertise and analytical ability. Extensive experience with various benefits systems and vendors. Decisive individual who possesses a strategic focus as well a strong perspective on operational implementation and detail orientation. 4. Superior verbal and written communication skills. Ability to deliver controversial or complex topics to employee groups, all levels of managerial and leadership teams, to the Board of Directors, and to outside organizations. Experience in managing highly transactional/administrative areas of responsibility. Strong knowledge of accounting, tax and legal regulations pertaining to compensation, equity, and benefits plans and programs. 	<ol style="list-style-type: none"> 1. Looking to hire a seasoned Compensation and Benefits Executive who has demonstrated experience in managing compensation and benefits in a publicly traded company. He / She must have specific experience in Board of Directors level Executive Compensation.

Position	Salary	Description	Requirements	Quick Notes
			Experience with implementing and adhering to Sarbanes Oxley	
Associate Director, Human Resources/ Personnel Relations University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 Position No. 1026	Not stated	Selected candidate will be a senior level professional with a proven record of significant management and administrative accomplishments who will provide leadership to the Compensation, OD&T, Employee Recognition programs, Recruitment and Employee Relations sections within the University's total human resources operation. Individual will work under the direction of the Director of Human Resources Operations. The associate director will be part of the team managing programs which include Employee Relations, OD&T, Compensation, Benefits, Recruitment, Employee Recognition programs, HRIS, Administration, Records and Payroll.	1. Requires a Master's degree in an appropriate area of specialization and four years of appropriate experience or a Bachelor's degree and six years of appropriate experience.	1. UCF's generous benefits package includes medical/dental/vision health insurance, sick and personal leave, nine paid holidays, deferred compensation plans and membership in the Florida Retirement System.2. Applicants must apply online at www.jobswithucf.com. Cover letters, resumes and other documents can be attached through the www.jobswithucf.com website. For further information, contact Recruitment at (407) 823-2771.3. University of Central Florida is an equal opportunity, equal access and affirmative action employer.
Vice President, Human Resources Safetran Systems 2400 Nelson Miller Parkway Louisville, KY 40223 Position No. 1008	\$160,000 to \$180,000 Salary not confirmed. Could be more...	This newly created role offers the right candidate an exceptional opportunity to evolve the Human Resources' function as a critical component of Safetran Systems' growth and success. This executive is expected to provide HR best practices as well as play a key role as a change agent for the organization, challenging existing paradigms, and offering fresh ideas. This individual will be part of Safetran's Executive Team, responsible for HR initiatives that will help "transform the caliber" of skills and performance at all levels within the organization. This will involve removing obstacles of entrenched past practices to create a culture of transparency and personal accountability.	1. A true "generalist" background, with a progressive leadership philosophy that promotes continuous development and learning, and engenders trust among the employees 2. Experience working closely with senior management in the formulation of strategies, and adept at developing and implementing programs that support and enhance the organization's business objectives 3. Able to assess training/developmental needs of employees at all levels in the organization, including executive leadership, and implement appropriate development actions 4. Proven track record implementing cultural change in "traditional" organizational environments that rely heavily on past practices 5. Background with an organization that has formalized and articulated HR processes, where success was determined by the ability to partner with the business and align HR programs with the broader direction and objectives of the organization	1. POSITION IS IN LOUISVILLE, KY
Vice President Human Resources Club Car Ingersoll-Rand Company 155 Chestnut Ridge Rd Montvale, NJ 07645 Position No. 1007	\$160,000 to \$180,000 \$150k range and eligibility for performance bonus up to 30% of the base salary.	Provide strategic HR leadership to the business totaling of over \$600 million in annual revenues and 1100 employees. Ensure the effective and economic deployment of human capital to achieve targeted business results. Work with business leaders and peers to expand business globally and ensure organizational capability.	1. Bachelor's degree HR or I/O Psychology. MBA or Masters Degree 2. Minimum of 12-15 years experience of progressive human resources roles in a plant, divisional and/or headquarters environment. 3. Must have strong skills in strategy, organizational capability, change management or change leadership, business partnering and labor relations. 4.	1. POSITION IS LOCATED IN AUGUSTA, GA.

Position	Salary	Description	Requirements	Quick Notes
			Must have international experience.	
Benefits Manager HD Supply, Inc. 3881 Old Winter Garden Road Orlando, FL 32805 Position No. 1005		<p>Working location:Atlanta,GA Required Experience: 7 + years</p> <p>Design, implement, and administer health and wellness, retirement, and savings plans. Ensure all benefit plans are administreaed in accordance with company policies and procedures, plan documentation, contractual agreements and regulatory requirements.</p> <p>Major Tasks, Responsivilities, and Accountabilities</p> <p>Ensure continued compliance with ERISA, IRS, DOL, FMLA, USERRA and other Federal, state and local laws as applicable Manage benefits system functionaality, including design of effective benefits reports and queries Develop and maintain administrative manuals, policies, oversee corporate wellness programs Track and research benefits trends and make appropriate recommendations on plan changes Successfully manage relationships with benefit carriers, brokers and other vendors participates in due dilligence and integration activities relating to benefits for mergers and acquisitions Ensure employee and vendor issue resolution in accordance with plan provisions Provides management, organization and leadership support for business unit HR staff engaged in delivering benefit services</p>	<p>1. Qualifications: 2. Experience reviewing and revising H & W benefit plan design changes 3. Experience working collaboratively with HRIS 4. M & A integration experience strongly preferred 5. Expereince providing content for reviewing and approving all H & W communications</p>	
Director, People Development and Communications YUM! Brands, Inc. 1441 Gardiner Ln. Louisville, KY 40213 Position No. 999	\$300,000 to \$400,000 Salary range not confirmed.	Leads YRI global people development initiatives including People Planning Review, bench building, individual development, organizational design, communications, engagement and culture development.	<p>1. Minimum 10 years overall HR experience with at least 3 years in senior role with responsibility for organization development, people development, and talent management. Experience in retail, service and/or multi-outlet industry preferred. 2. Experience in communications and engagement and culture management preferred. 3. Excellent interpersonal skills and ability to build relationships and team environment. 4. Experience with blue chip multi-national preferred (US based highly regarded).</p>	<p>1. Organizations Supported: YRI: All 14 BMU's indirectly and CARIBLA, Mexico, Canada, Dallas RSC directly. # of Restaurants: 11,062 (1,502 Equity; 8,150 Franchise, 1,410 JV) Equity Sales: \$1.7 Billion USD System Sales: \$9.3 Billion USD Brands: KFC, Pizza Hut, Taco Bell, LJS/A&W</p>
Manager, Organizational Change and Process Improvement COMPANY CONFIDENTIAL - North Carolina Raleigh, NC 27601 Position No. 997	\$100,000 to \$120,000 \$110k - \$110k + 15% incentive + stock	Drive change management work related to Organization Leadership Development Group processes and support of Leadership Enterprise Focus areas (e.g. redesign of Organization Leadership Review and Talent Review leveraging online success factors tool). Streamline and re-engineer enterprise nomination processes. Lead benchmarking studies and integrate external trend data into workforce planning efforts. LD communications, newsletters and websites. Drive business operating system projects such as process	<p>1. Master's degree in HR, OD, Psychology or related field and at least eight years of experience. 2. Very strong HRD/OD and strategic HR expertise in areas including leadership development, training, performance management, etc. 3. Designing and deploying benchmarking studies, surveys,</p>	<p>1. Ability to travel as needed. 2. Reference job number: 1116</p>

Position	Salary	Description	Requirements	Quick Notes
		redesign, creation of learning modules, Lean/Six Sigma work, etc. Change management and OD consulting for business organizations and for Organization Leadership Development Group processes in acquired companies.	questionnaires and the interpretation of metrical data as aligned with corporate strategy. 4. ABILITY TO BRING BEST PRACTICES TO OUR COMPANY.	
Vice President Human Resources SunCoke Energy 1111 N. Shore Drive Knoxville, TN 37919 Position No. 973	\$120,000 to \$140,000 Salary range not confirmed.	SunCoke Energy manufacturers blast furnaces and steel mills.		
Director of HR COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 971	\$120,000 to \$140,000 Salary range not confirmed.	This company is looking for a strategic thinker who will lead the HR group, partnering with the VP of HR, in several strategic changes within the organization. This individual should be extremely knowledgeable in compensation, succession planning, and performance management. This is a fantastic opportunity for someone that enjoys bringing new ideas and change to a dynamic and growing company in the market.		
Talent Management Professional COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 969	\$100,000 to \$120,000	Senior Level Global Talent Development Opportunities: Our client, a global financial services company located in mid-town Atlanta, has a need for two talent management professionals to provide subject matter expertise and solutions across multiple business units. The organization has human resources business partners aligned with the business units and "centers of excellence" with content experts, who, working with HR and business leadership, provide value added resource expertise and solutions. Reporting to the head of global people development, these individuals will design and implement programs for: leadership development, management development, general talent management, organization development, curriculum design and talent mobility. Positions require at least eight years of development experience, with a focus on learning and people development and organization development strategies; international and financial services experience helpful. Candidates must have a consultative approach, a global mindset and the ability to design and leverage best practices across business units. The positions will manage a small staff so the ability to be "hands-in", implementing and managing programs is critical. Additionally, candidates must be able to interact well with senior management and lead through influence in a matrixed environment.		
Human Resources Manager/Director Baker & Taylor Commerce, GA 30599 Position No. 967	\$100,000 to \$120,000 Salary range not confirmed.	Baker & Taylor Inc, The worlds leading distributor of books and entertainment product is seeking a Human Resources Manager for our Commerce, GA location. The primary responsibility of this position is to provide HR leadership and management in the areas of employee relations, recruiting , orientation, employment processing, record-keeping, benefits administration, performance management, and managment training to support the goals of the company.	3. A bachelor's deree (MBA a plus) and four to ten years HR experience with progressive management positions. Proven knowledge of the legal system (federal and state) as it applies to human resources. Experience with FMLA, ADA, EEO, and Affirmative action. Excellent communication, interpersonal and presentation skills. Good analytiacal skills. Strong PC	1. * Administer employee relations and communications2. * Coach and counsel management and employees in conflict resolution and progressive communication3. * Insure fair and consistnet administration of policies4. *Investigate internal and EEOC charges5. *Conduct management training6. * Responsible for the nono-discriminatory recruitment, hiring, and performance

Position	Salary	Description	Requirements	Quick Notes
			skills including Word, Excel, PowerPoint and Access; knowledge of HRIS. Attention to detail, ability to multi-task and interact with all level	management of employees7. * Responsible for human resource services including site management of workers compensation program, unemployment insurance, etc.8. * Works with local management to identify employee training and development needs9. * Ensures compliance with all government mandated programs and laws10. *participate in the development of corporate human resource policies, programs and procedures
Human Resources Mgr/Dir. COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 955		Seeking Director of Human Resources(DHR) for prominent 130-attorney, full service mid-town law firm. The DHR leads and manages the human resources, office services, hospitality and secretarial service areas of the firm and reports to the Chief Operating Officer. The DHR is responsible for non-attorney hiring, morale building, performance evaluations, employee retention initiatives, salary administration, new employee orientation, communications between and with support staff, personnel manuals and records, complying with governmental hiring regulations, employee discipline and discharge.	1. Bachelor's degree and minimum of 6 years experience in human resources with at least 3 years in a managerial role required.	
Analyst COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 954				1. Location: Downtown Atlanta, GA3. This position is with a well known Atlanta based company who has a lot of exciting projects going on within the company. This individual must be strong in Excel and Access and be able to perform ad-hoc queries, create reports and analyze large amounts of confidential data. Experience in compensation, benefits and total rewards is a plus
Senior Human Resources Manager COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 952	\$100,000 to \$120,000	* Under the direction of the Director of HR and Administration, manages the Employees Relations function for the Firm and serves as the Firm compliance specialist. * Acts as liaison between employees, partners, and management to solve problems, such as conditions of employment, disciplinary actions, and employee and applicant appeals and grievances, provides guidance and recommendations for problem resolution to hiring managers. *Conducts HR investigations for all Equal Employment Opportunity Commission (EEOC), Department of Labor, unfair treatment, sexual harassment and discrimination claims for the Firm. * Proposes and administers personnel policies and procedures to ensure compliance with ADA, FMLA, FISA, EEOC, and OFCCP and any other pertinent HR regulations. * Ensures compliance by developing, monitoring, coordinating and administering the company's Affirmative Action policies, processes and practices * Advises managers on employee relations and organizational policy matters such as equal employment opportunity and reasonable accommodation, and recommends corrective actions where issues are identified. * Researches, establishes and administers appropriate HR policies/procedures with guidance from national HR leader.	1. Education: 2. Professional services firm experience 3. A bachelor's degree and three to five years of HR experience required 4. A masters degree in HR management or business related field preferred. 6. Experience: 7. Five to seven years of experience in the HR field preferred 8. One to two years previous experience managing a team of human resources personnel or a human resources process is required 9. Two to three years of previous HR compliance experience required 10. Professional in HR(PHR) or Senior Professional in Human Resources (SPHR) certification preferred 11. Basic knowledge of Microsoft Word, Excel, Outlook, and Power Point	1. The Senior HR Manager plans, directs, and coordinates human resource activities of an organization to maximize the strategic use of human resources and maintain functions such as employee relations, recruitment, personnel policies and regulatory compliance.

Position	Salary	Description	Requirements	Quick Notes
		<p>* Identifies staff vacancies for operations, recruits, interviews and selects candidates. Ensures appropriate recruiting records are maintained.</p> <p>*Provides current and prospective employees with information about policies, job duties, working conditions, wages, opportunities for promotion and employee benefits.</p> <p>* Performs challenging staffing duties, including managing productivity during periods of understaffing, facilitating dispute resolution, terminating employees, and administering disciplinary procedures.</p> <p>*Plans, directs, supervises and coordinates work activities of subordinates and staff relating to reporting, data entry applicant processing and recruiting.</p> <p>*Teams with others on local and national level to accomplish special projects and implement business unit and HR initiatives and programs</p>	<p>required</p> <p>12.</p> <p>Intermediate skills preferred</p>	
Director, Leadership & organizational Effectiveness Confidential Position No. 949	<p>\$100,000 to \$120,000</p> <p>Salary range not confirmed. Simply an estimate based on experience needed.</p>	<p>Responsibilities:</p> <p>Designs programs and processes that produce a Leadership talent pipeline</p> <p>Develops strategies to assess and identify development needs</p> <p>Determines and implements professional development and/or learning experience</p> <p>Utilizes internal and external resources as appropriate</p> <p>Monitors and evaluates strategies, programs and processes to achieve accelerated outcomes</p> <p>Ensures consistent process is in place to identify, track and develop high potential</p> <p>Assists VP of HR in coordinating succession planning process within the Division</p> <p>Manages 3rd party vendor relationships</p> <p>Performs all other duties as assigned by Vice President of HR</p>	<ol style="list-style-type: none"> 1. Bachelor's degree required with 7-10 years professional experience in HRD and/or HR consulting with strong emphasis on Talent Management 2. management experience required 3. Ability to lead internal consulting engagements 4. Proven track record of delivering presentations, facilitating groups, and providing training on various leadership related topics 5. Experience with executive coaching and organizational assessments 6. Ability to achieve measurable results 7. Excellent communication (verbal and written), presentation, and facilitation skills 8. Strong organizational skills with ability to manage multiple, conflicting priorities in a fast-paced environment 9. Positive can-do attitude, energetic, enthusiastic, determined and goal-oriented 10. Birkman certified 11. Willingness to travel at least 25% 	
Manager of Human Resources COMPANY CONFIDENTIAL - North Carolina Raleigh, NC 27601 Position No. 938	<p>\$100,000 to \$120,000</p> <p>Salary listed as \$95-105k + bonus</p>	<p>Specialty chemical company. Reports to VP of Human Resources. 5 years generalist experience.</p>		<p>1. We have limited information about this opportunity. If you have additional information, please comment below.</p>
Human Resources Manager/Director COMPANY CONFIDENTIAL - Georgia 123 Main Street	<p>\$100,000 to \$120,000</p>	<p>Working with the management team, sets the strategic direction for Human Resources management and policy in N. A. Develops policy</p>	<ol style="list-style-type: none"> 1. Bachelor's degree from a 4 year college or university 2. 	

Position	Salary	Description	Requirements	Quick Notes
Atlanta, GA 30301 Position No. 901		<p>and directs and coordinates human resources activities, such as employment, compensation, employee relations, benefits, training and employee services by performing the following duties:</p> <ul style="list-style-type: none"> - Plan, organize, coordinate and evaluate the human resources function and performance - Translate the business strategic and tactical goals and objectives into HR strategic and operational plans - Directs the management of all salary administration activities by providing guidance on position leveling, approval of incentive and bonus plans, exceptions to policies and programs to ensure internal equity and consistency is maintained in the system = Directs the management of human resources activities such as recruitment and benefit administration by reviewing and approving proposals for consistency with policy, monitoring costs, seeking cost effective containment measures and providing guidance with regard to problem resolution in order to provide a competitive benefit program in a cost effective manner. - Manages employee development by reviewing Sub Business Unit training needs, advising on course selection to improve employee skills are enhanced and ensure business unit training requirements are met. - Directs the management of the facilities services for the organization by overseeing and reviewing facility leases, company car program and travel department to ensure services are provided to organization in efficient and cost effective manner. - Promotes and maintains a positive work environment through employee communications programs, employee counseling, resolution of grievances and affirmative action programs to ensure a positive work program 	<p>10 + years related experience and/or training</p> <p>3. or equivalent combination of education and experience</p> <p>4. SPHR certification strongly preferred</p>	
Manager/ Leadership Development/ Education COMPANY CONFIDENTIAL - North Carolina Raleigh, NC 27601 Position No. 900	\$100,000 to \$120,000	<p>This company is a leading diversified industrial company providing products, services and integrated solutions to industries ranging from transportation and manufacturing to food retailing, construction and agriculture.</p> <p>This position will manage all aspects of the training to support the Enterprise Focus Areas as well as other Company University curriculum area blended learning solutions. Conduct needs assessments to identify strategically aligned learning and development initiatives and interventions. Design and develop and deliver programs, procuring and managing external and/or internal faculty, measuring the effectiveness of learning solutions, and program management of multiple leadership development solutions. Responsible for assisting with the company MBA program</p>	<p>1. Travel requirements-- 10% to 20</p> <p>5</p> <p>2. Strong knowledge of business operations and related issues in a global environment</p> <p>3. Minimum 10 years of progressive experience in developing, delivering and/or overseeing management development programs in a fast-paced, global, highly matrix industry.</p> <p>4. Master's degree preferred with emphasis in adult learning theory, training, organizational development or Human Resources management</p>	
Director of Compensation and Benefits COMPANY CONFIDENTIAL - Tennessee Company Could be located anywhere in TN Nashville, TN 37201 Position No. 884	\$120,000 to \$140,000 20% bonus	<p>Responsible for developing, implementing, and monitoring all Company benefits and compensation programs and evaluating competitiveness of present programs through research, surveys and trend analysis. Benefit related responsibilities include: benefit plan design, tracking benefits cost on an on-going basis, and directing the annual benefit enrollment process as well as ADA/FMLA management. Compensation related responsibilities include: compensation design, tracking and reporting,</p>	<p>1. Bachelor's degree and at least seven years experience specializing in compensation and benefits management. This experience should include:</p> <p>2. (1) Multi-state and international plan management(NOTE: International experience is required)</p> <p>3.</p>	

Position	Salary	Description	Requirements	Quick Notes
		salary administration and job evaluation.	(2) Exposure to a public company environment 4. (3) An understanding of Sarbanes compliance requirements (as they relate to compensation and benefit programs) 5. 6. the successful candidate will also possess a strong knowledge of employment law(wage & hour, FLMA< ERISA< HIPPA< COBRA, etc)	
Human Resources Business Partner Zep, Inc. Atlanta, GA 30327 Position No. 875	\$120,000 to \$140,000	As an HR Business Manager,the candidate will: Work closely with the assigned Business Partner and deliver HR solutions to contribute to the achievement of specific business objectives. Initiate key talent identification, development, deployment, and retention strategies for the assigned business area. Assist with employee relations issues. Create processes and solutions in partnership with leadership which supports a positive associate relationship Communicate with all levels of associates Participate in the Performance Management Process Provide training and development programs Ensure compliance with all state and federal laws	1. Bachelors Degree in HR or Business is required 2. 7 - 10 years of experience as a HR generalist/business partner 3. Strong history of quickly gaining credibility and partnering with business leaders 4. Demonstrated analytical experience 5. Proven experience with employee relations 6. Excellent interpersonal and communications skills 7. Proven ability to make sound decisions and recommendation 8. Experience working in a matrix environment is preferred 9. Experience in manufacturing, industrial or sales settings are preferred 10. PHR/SPHR Certification is preferred 10. Bi-Lingual abilities with Spanish are preferred	
Field Human Resources Manager COMPANY CONFIDENTIAL - Georgia 123 Main Street Atlanta, GA 30301 Position No. 874	\$120,000 to \$140,000	Identification of talent needs Development of sales recruiting strategies, tactics, and interviews Selection and placement of applicants for field sales opportunities Work with company leadership of the design, corporate,retail, education, healthcare and government business segments to understand the needs of the organization. Develop strategies to fill these fields with emphasis solely on the sales organization. Responsible for directly recruiting critical sales positions Monitor and report monthly critical metrics on corporate recruitment efforts such as quality of hire,cost per hire, aging of acquisitions, timeliness of hire, diversity and effective sourcing and recruiting of candidates	1. Bachelors Degree or a related discipline is required	1. Documented progressive experience and responsibility in recruiting2. Minimum seven years experience in sales and/or human resources3. Strong sales recruiting background4. Demonstrated success in the implementation of a creative corporate sales recruiting strategy5. Excellent customer service and organizational6. Strategic mindset to develop a recruiting plan that enables each business segment's sales units to achieve and exceed annual business plans through quality recruiting7. Excellent interpersonal, communication and negotiation skills
Compensation And Benefit Manager/Administrator TitleMax,Inc Savannah, GA 31401 Position No. 853	\$100,000 to \$120,000	Responsibilities: Serve as a subject matter expert for all compensation and benefits questions Direct and manage payroll processing and all benefit programs Serve as the compensation expert by providing	1. 4 year college degree in accounting, human resources or related field 2. Minimum of 5 years experience in either Accounting or Human Resources with a specific focus on compensation and benefits	

Position	Salary	Description	Requirements	Quick Notes
		<p>guidance on salary guidelines Evaluate and analyze reports and processes to make suggestions on improvements Partner with Human Resources Director to address employee relations issues and conduct all investigations with highest professionalism Partner with other managers in the company and on the HR team to implement special projects</p>	<p>3. 3 years of supervisory experience strongly preferred 4. Experience with payroll, timekeeping systems and HRIS is strongly preferred OR power user on web hosted software systems with experience in the implementation process 5. Experience with research and analysis of data 6. Prior success in driving business decisions based on research and analysis of data: Specifically, working with business partners or vendors in the areas of compensation and benefits 7. Prior experience in a business service environment with the highest level of customer service orientation</p>	
<p>Director of Compensation and Benefits COMPANY CONFIDENTIAL - North Carolina</p> <p>Raleigh, NC 27601 Position No. 848</p>	\$100,000 to \$120,000	<p>Responsible for the administration of strategic employee benefit and compensation programs. Tracking / ensuring compliance, current & developing legislation & regulations regarding benefit and compensation Lead the administration of all benefit programs Manage vendors Work with finance dept. to ensure adequate estimates, forecasts and calculations of expenditures in benefits for budget planning and tracking</p>	<p>1. BS degree - REQUIRED - Professional Certifications such as CCP, CEBS, SPHR preferred 2. 10+ years compensation & benefit experience with 5 years management experience 3. Proven experience directing compensation & benefit plans 4. Knowledge of federal laws, regulations and developments</p>	
<p>Manager, Leadership Development - Worldwide Tupperware Brands Corporation 14901 S. Orange Blossom Trail Orlando, FL 32837 Position No. 844</p>	Not Specified	<p>Tupperware Brands is passionate about changing lives and everything we do is channeled to express that passion to everyone of the 1.9 million independent sales force members. We are also passionate about the quality and integrity of our products. The need to offer consistent quality and to act with integrity is also a critical component of our relationship with our independent sales force, employees, and shareholders. We meet their expectations through a stringent internal code of conduct and through our strong corporate governance policies, which support our core values of integrity and trust.</p> <p>Roles and Responsibilities Strategic position responsible for planning, writing, designing and facilitating Associate development and training programs at all levels of the organization on a global basis.</p> <ul style="list-style-type: none"> • Manage the core curriculum programs material preparation and support of these program materials in group organizations and country areas. • Formulate training programs and schedules, based on knowledge of identified training needs, business processes, changes in procedures or policies, or service level changes. • Confer with managers and supervisors within the organization to determine training needs. • In coordination with Human Resources 	<p>1. Bachelor's degree in a related discipline; advanced degree preferred 2. Five to seven years of experience in a corporate training environment with training development responsibilities 3. Proven ability to effectively train/facilitate and influence within a diverse, fast moving organization 4. Experience in multicultural environment is beneficial 5. Strong interpersonal and consultative skills 6. Strong technical skills in training design, delivery and measurements 7. Collaborative operating style; ability to work effectively throughout the organization 8. Strong Microsoft Office expertise, including Word, Excel, PowerPoint, Outlook and Access 9. Analytical and conceptual skills 10. Multilingual preferred 11. Member of ASTD 12. This position requires some global travel.</p>	

Position	Salary	Description	Requirements	Quick Notes
Global Compensation Director Brown-Forman 850 Dixie Highway Louisville, KY 40210 Position No. 835	\$180,000 to \$200,000 Number not confirmed.	<p>Leaders, monitor development plans for Associates.</p> <ul style="list-style-type: none"> • Manage the selection of appropriate instructional procedures or methods such as individual training, group instruction, self study, lectures, demonstration, simulation exercises, role playing and computer-based training. • Provide consulting services and interventions throughout the organization as needed to support change initiatives and company strategy. • Initiate competency models for positions within the organization. • Organize and develop training manuals, reference library, multimedia visual aids and other educational/training materials. • Identify opportunities for assessment and evaluation using methods most appropriate for identifying development gaps. • Train instructors, facilitators and supervisory Associates in effective techniques for use in such areas as on-the-job training, Associate development, performance management and adaptation to changes in policies, procedures and technologies. • Research and recommend outside consultants and trainers to conduct training of specific topics. • Compile data and analyze past and current year training requirements to measure effectiveness and propose budget recommendations. • Keep current in the field of training and communications. <p>Direct all elements of compensation to insure Brown-Forman is competitive in delivering pay as part of Total Rewards, in ways that attract and retain diverse people and build commitment to our brand. Direct the planning, implementation, and administration of competitive global pay, cash incentive, equity incentive, and perquisite programs for 4,500 worldwide employees in over 30 countries. Maintain pay programs that support business needs of attracting and retaining the employees Brown-Forman needs to be best brand builders in industry, within an appropriate cost structure. Manage an internal staff and outsourced assistance responsible for all pay programs, maintaining appropriate controls and audits to ensure accuracy and regulatory compliance.</p>	<ol style="list-style-type: none"> 1. Bachelors Degree, MBA preferred. 2. 7 – 10 years experience in the compensation arena, at least 5 years of which have been in a managerial role, and at least 3 years of which have been with responsibility for global or international pay covering multiple countries in Europe and Asia. 3. Impeccable academic credentials and work history 4. International business experience. 5. Experience with SAP HR systems and SAF compensation modules or third party bolt-ons. 6. Understanding a total rewards perspective (benefit program design and the interrelationship between pay and benefits). 7. Experience participating in proxy disclosure drafting. 8. Experience dealing with executive or board committees overseeing compensation. 9. Participation in acquisitions or divestitures. 	

Position	Salary	Description	Requirements	Quick Notes
			10. Any foreign language skills, but particularly Spanish.	
Global Head of Coca-Cola University Coca-Cola Enterprises, Inc. 3200 Windy Hill Road Atlanta, GA 30339 Position No. 832	\$200,000 to \$250,000 Number not confirmed.	This position will be responsible for providing overall thought and people leadership to the global Coca-Cola University team, and strive to achieve CCU's vision of "Becoming the world #1 benchmark for learning to enhance business performance by providing participants with practical skills, knowledge and experiences that enable them to win in the marketplace." This would encompass a comprehensive strategy to develop business critical leadership, professional, and technical skills throughout the enterprise supporting the creation of a winning culture and helping to shape and activate the Company's development philosophy. Reporting to the SVP of Human Resources, Cynthia McCague, this position forms a part of the Global Human Resources Leadership Team. Besides leading the learning and OE functions, the position is also expected to provide overall thought leadership in the Company's efforts to create a leading edge function.	1. 10 plus years experience with a large, global or multinational Company and/or international organization known for its knowledge and experience in developing the capability of the organization to win. 2. Advanced knowledge of theories and concepts and will indeed have contributed to the development of leading edge thinking and, more importantly, will have a track record of applying those successfully. 3. Flexible and adaptable, able to integrate quickly into an organization, role model collaboration/teamwork, and operate effectively across all areas of a global organization. 4. A Bachelor's degree in a relevant field of study is required as a minimum.	
INTERNATIONAL - GERMANY - Senior Manager, Human Resources Newell Rubbermaid Inc. 10 B Glenlake Pkwy Ste. 300 Atlanta, GA 30328 Position No. 805	\$120,000 to \$140,000 Number not confirmed.	Provides leadership and high quality operational service to the client groups based in the Central European Cluster anticipating and responding to local management's needs and leading regarding people management responsibilities.	1. University degree in social sciences, business degree or equivalent management experience 2. 8+ years experience in HR in a Business Partner role in a global environment 3. Solid knowledge of German employment law, tax and social insurance legislation; additional knowledge of Austrian and Switzerland employment regulations preferable 4. Knowledge of consultation and co-determination legislation and practices 5. Analytical and problem solving skills 6. Fluent in English (written and spoken) 7. MS-Office Knowledge	1. Location: Hallbergmoos, Germany
Vice President, Human Resources Johnston Memorial Hospital Smithfield, NC 27577 Position No. 789	\$120,000 to \$140,000	The position reports to the CEO and will provide leadership in all areas of human resources administration including employee relations, education and training, compensation and benefits, recruitment, performance management and strategic planning. Must have ability to align HR programs with organizational strategic and operational goals.	1. The ideal candidate will have 7-10 years of hospital HR experience with at least 3 years at the vice president level. A bachelor's degree is required and a master's degree in healthcare administration, human resources or business is preferred. SPHR is preferred.	
Director, Compensation, Benefits and HR	\$120,000 to \$140,000	Responsible for developing and administering the	1. Candidates should have strong	1. Client is one of the largest providers of

Position	Salary	Description	Requirements	Quick Notes
Management Systems COMPANY CONFIDENTIAL - Tennessee Company Could be located anywhere in TN Nashville, TN 37201 Position No. 771	Number not confirmed.	compensation, benefits, and HRMS strategies, policies and programs.	experience with variable compensation.	specialty pharmacy services in the United States .2. They are a wholly owned subsidiary of a Fortune 50 company3. They will pay to relocate and will offer a generous compensation package
Expatriate Coordinator COMPANY CONFIDENTIAL - Florida Tallahassee, FL 32301 Position No. 763	\$120,000 to \$140,000	This position will be integral to the management of the international assignments program for the Latin America region. It will also support region or global expatriate projects as needed. This position will gain an in-depth knowledge of expatriate policies, including pay, taxation, immigration and benefits.	1. A bachelor's degree. 2. Minimum 2-3 years experience in HR/compensation or as financial analyst or accountant 3. Experience with budgets, compensation, foreign exchange, and/or personal tax preparation.	
GLOBAL COMPENSATION DIRECTOR Brown-Forman 850 Dixie Highway Louisville, KY 40210 Position No. 751	\$100,000 to \$120,000 Number not confirmed.	Direct all elements of compensation to insure Brown-Forman is competitive in delivering pay as part of Total Rewards, in ways that attract and retain diverse people and build commitment to our brand. Direct the planning, implementation, and administration of competitive global pay, cash incentive, equity incentive, and perquisite programs for 4,500 worldwide employees in over 30 countries. Maintain pay programs that support business needs of attracting and retaining the employees Brown-Forman needs to be best brand builders in industry, within an appropriate cost structure. Manage an internal staff and outsourced assistance responsible for all pay programs, maintaining appropriate controls and audits to ensure accuracy and regulatory compliance.	1. Bachelors Degree, MBA preferred. 2. 7 – 10 years experience in the compensation arena, at least 5 years of which have been in a managerial role, and at least 3 years of which have been with responsibility for global or international pay covering multiple countries in Europe and Asia. 3. International business experience. 4. Experience with SAP HR systems and SAF compensation modules or third party bolt-ons. 5. Understanding a total rewards perspective (benefit program design and the interrelationship between pay and benefits). 6. Experience participating in proxy disclosure drafting. 7. Experience dealing with executive or board committees overseeing compensation. 8. Participation in acquisitions or divestitures. 9. Any foreign language skills, but particularly Spanish.	
Sr. Human Resources Manager Luxottica Retail 9910 Pines Blvd Pembroke Pines, FL 33024 Position No. 746	\$100,000 to \$120,000 Number not confirmed.	Act as the Strategic Consultative Human Resources partner to the field, facility and corporate senior leadership teams in all areas of people and business interaction at Luxottica Retail. Provide advanced consultative services, and education & business relationship solutions that empower and enable the business and individual through accountability and performance. Ensure relationship solutions and strategies meet the business needs and expectations of the broader organization. Travel to Corporate, VPO, RVP and Regional meetings as needed for training, investigations, and relationship building (25-30% travel required).	1. Bachelor*s degree or equivalent experience 2. Masters preferred 3. 7-10 years of progressive Human Resources Management experience 4. Supervisory experience required 5. Expert knowledge of Employment Law (Federal and multi-state)	

Position	Salary	Description	Requirements	Quick Notes
Director, Executive/Restaurant Support Center Compensation Darden Restaurants, Inc. 5900 Lake Ellenor Dr. Orlando, FL 32809 Position No. 716	\$120,000 to \$140,000 20% Bonus + an equity grant.	The Director of Executive/Restaurant Support Center Compensation takes lead responsibility of the oversight, design, implementation, and monitoring of Executive and Restaurant Support Center compensation programs. The Director provides management, organization and leadership support for employees engaged in delivering compensation services. The Director functions in an upper management level capacity and is responsible for managing the development, implementation and evaluation of customized programs and services.	<ol style="list-style-type: none"> 1. Bachelor's degrees in an HR related field required; advanced degree preferred. 2. 6+ years of experience in compensation required; specialized experience in executive compensation preferred; corporate compensation or leading compensation consulting firm experience preferred. 3. Proven knowledge of job evaluation systems, incentive pay programs, and executive bonus programs required. 4. Knowledge of current legal and regulatory compliance requirements required. 5. Proven knowledge/experience in compensation plan design, implementation and administration required; up to date knowledge in executive compensation plan design and implementation of short and long-term incentive plans preferred. 	
Top Compensation and Benefits Position Jabil Circuit, Inc. 10560 Dr. Martin Luther King Jr. St. North St. Petersburg, FL 33716 Position No. 711	\$100,000 to \$120,000 Number not confirmed.	<p>More than 75,000 employees and locations in 21 countries</p> <p>Responsible for building a compensation and benefits function from the ground up as one does not exist today.</p> <p>Will have a blank sheet of paper to write the entire C&B function at Jabil. This includes leading the planning, design, implementation, communication and delivery of Jabil Circuit's compensation and benefits programs</p>	<ol style="list-style-type: none"> 1. 7 - 10 years of HR management experience required, overseeing compensation and/or benefits design and administration. 2. Including advanced knowledge of benefits programs/practices (including, but not limited to Health & Welfare, Retirement Plans, Executive Programs, and Work/Life Issues), compensation practices and policies, and the ability to evaluate the appropriate Total Rewards mix. 	<ol style="list-style-type: none"> 1. With over \$12B in annual revenues and a revenue growth rate outpacing 99% of the Fortune 500, Jabil (NYSE: JBL) is an exciting, fast-paced place to work. The company is one of the top three Electronic Manufacturing Services (EMS) companies in the world, providing comprehensive electronics design, production and project management services to the world's leading electronics and technology companies.
Senior Vice President, Human Resources Darden Restaurants, Inc. 5900 Lake Ellenor Dr. Orlando, FL 32809 Position No. 699	\$140,000 to \$160,000 Number not confirmed.	<p>Reporting to the President, Darden Concept, the SVP, Human Resources, has the full responsibility for all human resources operations of the Concept.</p> <p>Actively engaged with the senior leadership team, this leader will provide human resources stewardship for building the talent (organization capabilities and capacity) and the culture in support of the business and growth plan. This leader represents Darden at the concept level and additionally reports to Senior Vice President, Group Human Resources, Darden.</p>	<ol style="list-style-type: none"> 1. 15+ years of increasingly responsible business and HR experience; track record managing and developing others. 2. Expertise in at least three functional areas (e.g. staffing, employee relations, compensation) 3. Broad general knowledge of HR function 4. Four-year Degree in Human Resources related field a plus 	
Senior Vice President Bank of America 1231 Dobson Drive Wesley Chapel, NC 28173 Position No. 610	\$120,000 to \$140,000 Number not confirmed.	The Group Compensation Executive will partner with line management and human resources partners to drive comprehensive compensation strategies for multiple lines of business with ~ 45,000 FTE. The successful candidate must be a strong, results-oriented leader who can develop and manage	<ol style="list-style-type: none"> 1. 15 + years experience in a large, fast paced, results-oriented, company with a proven track record of advancement, leadership and business success. Strong experience advising executives on compensation 	

Position	Salary	Description	Requirements	Quick Notes
		relationships across the business lines supported and with a wide variety of partners based on trust, teamwork and knowledge. This is a high impact position supporting a fast paced organization that is moving through substantial growth and change. The compensation issues facing the business are complex and have significant dollar impact to the company.	plans and practices that support business objectives. 2. Bachelor's degree required; MBA or advanced degree preferred	
VICE PRESIDENT, COMPENSATION, BENEFITS AND HRIS R.H. Donnelley Corporation 1001 Winstead Dr. Cary, NC 27513 Position No. 608	\$120,000 to \$140,000 Number not confirmed.	Lead all efforts concerning the strategy development, planning, design, implementation and communication of RHD's compensation, and benefit programs across all levels of the organization. Responsible for all efforts to define the vision, strategic objectives, operational excellence and budget of initiatives regarding the administration of these programs. Finally, the Vice President will be responsible for management of the company's Oracle HRIS system.	1. Minimum of 10 to 15 years of progressive compensation, benefits and HRIS experience with companies with more than \$1.0 billion in annual revenue 2. An undergraduate degree is required and an MBA or other advanced degree is highly desirable. Degree and/or work experience in finance is a strong plus. 3. One or more relevant certifications in compensation and benefits is preferred – e.g., CCP, CBP, CEBS, SHRM PHR/SPHR, etc.	
Vice President, Human Resources U.S. Foodservice, Inc. 9755 Patuxent Woods Dr. Columbia, MD 21046 Position No. 586	\$100,000 to \$120,000 Number not confirmed.	Partners with senior management to identify and address the critical needs of the overall business and achieve a long-range goal or vision. Continuously develops ideas for leveraging HR for competitive advantage. Develops HR programs to solve business problems that have impact on the organization (improve productivity, reduce cost, increase profitability). Manages employee relations. Interviews and facilitates choosing the best candidate for open positions. Ensures effective selection processes are used and positions are filled with appropriate talent. Provides advice to managers on rewarding and compensating employees. Develops division affirmative action goals and monitors progress on an ongoing basis. Reviews goals and attainment with senior management regularly. Conducts needs analysis, recommends training programs, and delivers training to support business decisions. Leads safety function, including worker's compensation program.	1. The ideal candidate will have a minimum of 6-8 years of HR generalist experience with 3 years in a management role. 2. Bachelors Degree required; an advanced degree is a plus. SPHR certification preferred. 3. Considerable knowledge of state and federal employment laws (ADA, FMLA, HIPPA, etc.) 4. PeopleSoft HRMS experience preferred. 5. Bilingual in English and Spanish strongly preferred. 6. Local candidates preferred.	1. Boca Raton / Pompano Beach, Florida