

Penske

Manager, Workforce Development in Green Hills Pennsylvania United States

Description:

Position Summary:

- Are you an energetic and team oriented individual focused on commitment to customers, dedication to excellence and innovation?
- Do you have at least 5 years of HR Generalist experience with prior experience in recruitment, retention, and project/program management?
- Do you have an ability to lead change through a collaborative approach with internal and external stakeholders to exceed established goals in dynamic operational environments?
- Do you have a demonstrated ability to assess current trends, develop forward looking plans and turn those plans into successful execution?

Penske Logistics is seeking a proven originator with relevant experience and skills to join our team of transportation and logistics professionals. We are seeking a candidate to provide leadership across the enterprise in the execution of strategies to acquire, develop and retain top talent to ensure Penske Logistics maintains the best professional driver and warehouse associate.

The Manager, Workforce Development works with the Director Driver Recruiting and Retention in the development, execution and assessment of talent management initiatives and retention strategies that maximize existing talent and support the recruitment of future talent for Penske Logistics' hourly workforce.

Allocation of Time:

People: Recruit, train, develop and retain quality associates (60% of time).

Operations: Seek innovative ways to solve problems and build efficiencies (30% of time).

Research: Become subject matter expert on transportation industry policies, procedures and market trends (10% of time).

Major Responsibilities:

- Develop and deploy effective retention processes such as onboarding, recognition and training to set associates up for success, maximize growth potential and recognize top performers.
- Work with internal / external stakeholders to build efficiencies in existing hiring processes and develop new approaches to address the challenges associated with hiring hourly associates.
- Develop workforce metrics that allow leaders to understand the current state and provide the necessary information to make informed resource decisions.
- Manage the Contingent Labor Program which includes developing the strategy of temporary labor utilization and formulating / maintaining relationships with the various vendors.
- Develop an enterprise approach to communicate with the hourly workforce and maximize the use of technology to keep them informed and updated.

- Serve as the primary point of contact on all matters associated with the background screening process and work with the HR team, managers and inter-departmental teams to address issues and improve performance; review and approve all driver candidate files returned by background screening for review in coordination with Area Human Resource Managers.
- Work with the marketing department in the development of the Penske driver brand to ensure we have the best themes and messages to acquire top talent.
- Keep updated on all hourly workforce safety matters and work with the safety team in the development of new hourly workforce safety policies and procedures.
- Conduct best practice research on the transportation industry and provide resulting recommendations to the field / leadership on ways to improve the driver experience.
- Spend time in the field talking with leaders, managers and hourly associates to better understand the business and help identify best strategies to address issues and challenges.

Other assigned projects and task as assigned by the Director of Driver Recruiting and Retention.

Qualifications:

- Bachelor's Degree in HR or closely related field (required).
- Minimum of (5) years of HR Generalist experience including (3) years of talent management experience.
- Proficiency with computers including Microsoft Outlook Word, Excel, Access and Powerpoint (required).
- Strong written/oral communication and organizational skills (required).
- Previous experience / knowledge of the transportations industry (preferred).
- Working knowledge of principles, methods, and procedures utilized in recruitment, selection, training methods and concepts, associate relations and compensation.
- Work well within a team construct to build consensus and gain approval on recommended strategies.
- Strong organizational, project and process management skills.
- Must have a passion for working with professional truck drivers and warehouse associates and have the ability to relate to hourly associates.
- Willingness to travel as necessary, work the required schedule, work at the specific location required, complete Penske employment application, submit to a background investigation (to include past employment, education, and criminal history) and drug screening.

Physical Requirements:

- The physical demands described here are representative of those that must be met by an associate to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- The associate must regularly lift and /or move up to 25/lbs12kg, frequently lift and/or move up to 50lbs/ 23kg and occasionally lift and/or move up to 100lbs/45kg.
- Specific vision abilities required by this job include Close vision, Distance vision, Peripheral vision, Depth perception and Ability to adjust focus.

- While performing the duties of this Job, the associate is regularly required to stand; walk; sit and talk or hear. The associate is frequently required to use hands to finger, handle, or feel and reach with hands and arms.

Penske is an Equal Opportunity Employer, including individuals with disabilities and protected veterans.

Penske Truck Leasing Co., L.P., headquartered in Reading, Pennsylvania, is a partnership of Penske Corporation, Penske Automotive Group, General Electric Capital Corporation and Mitsui & Co., Ltd. A leading global transportation services provider, Penske operates more than 200,000 vehicles and serves customers from more than 1,000 locations in North America, South America, Europe, Australia, and Asia. Product lines include full-service truck leasing, contract maintenance, commercial and consumer truck rentals, used truck sales, transportation and warehousing management and supply chain management solutions. Visit <http://www.GoPenske.com> to learn more.

Primary Location:

United States-Pennsylvania-Green Hills