Robert Rader

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# Summary:

Experienced Human Resource Leader with strong associate relations background, and recruiting knowledge in a logistics distribution environment that demonstrates servant leadership. Knowledgeable with the workings of a fast paced, high volume facility with 400 + associates. Focused on a collaborative approach in developing partnerships and assisting individuals to achieve their full potential.

# Experience:

April, 2020- May 2023

**DHL Supply Chain, Palmyra, PA- Human Resources Manager**

* Responsible for the associate relations for a 400+ associate facility
* Manage Kronos, HRIS, HRMS functions.
* Facilitate development for leadership team.
* Collaborate and participate in recruiting events with the Northeast recruiting center to staff the facility to meet volume demands.
* Assist with the development of our Diversity and Inclusion program.
* Manage leave of absence programs specific to FMLA, short-term disability, and personal leaves.
* Collaborate with leadership team, ensuring communication is clear and consistent.
* Maintain and promote awareness of associate recognition.
* Team member Talent Advancement Initiative (TAI)
* Engage and resolve associate concerns
* Facilitated on-boarding for new hires
* Managed internal job opportunity program
* Conducted associate investigations in an effective manner

November 2000-January 2020

### Big Lots,Inc., Tremont, PA*-* Human Resources Manager

* Responsible for Exempt and Non-Exempt recruitment for a high volume 400 + associate facility.
* Promote positive associate relations thru the use of open communication.
* Facilitate developmental workshops for the operations leadership team, promoting leadership skills that contribute towards facility retention.
* Partner with facility leadership team utilizing staffing models to meet volume demands.
* Manage the facility performance incentive program to ensure associates are compensated based on engineered standards.
* Champion improvement in the facility by facilitating open discussions with associates thru the use of group meetings, open door, and associate survey mechanisms.
* Knowledgeable with various employment related laws such as workers compensation, unemployment compensation, FMLA, FLSA, ADA, ADEA, and various other employment expectations.
* Utilized Taleo recruitment software to assist with facility staffing. Actively market openings thru Indeed, and Job Gateway.

## August, 1985-November, 2000

### The RedCo Group *- Employment Manager*

* Responsible for the development and marketing of employment and training programs.
* Provided career counseling focusing on relevant career development opportunities and job placement in the skilled careers market.
* Developed and implemented employment and training contracts in various types of employment areas that enhanced skills training.
* Facilitated job search classes
* Promoted several times into increased levels of responsibility.

# Education:

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### The Pennsylvania State University, Harrisburg, PA *- B.S. Public Policy*

# Skills/Knowledge:

* Workplace Harassment
* Equal Employment Opportunity Commission (EEOC)
* Active Shooter Aggression
* Critical Incidence
* Zulander/Wickersham interviewing skills
* SHRM courses
* Microsoft Office, Excel, Oracle Peoplesoft, Kronos, Manhattan Labor Management
* Workers Compensation
* Unemployment Compensation Hearing experience
* Associate development
* Kronos payroll, Oracle HRMS

References available upon request: