



Senior HR Business Partner

SFS Group USA, Inc. is seeking a **Senior HR Business Partner** to deliver best-in-class HR service to our construction division headquartered in Wyomissing, PA.

This role offers career growth and development opportunities coupled with a competitive starting salary and a generous benefit package including profit sharing, company 401(k) contribution, health/dental/vision insurance offerings, a tuition reimbursement program and other valuable benefits!

What's Expected?

- Development and implementation of the Human Resource (HR) Strategy to create embedment of HR into the business.
- Creation, synergizing and development of the training and development needs of all employees to support succession planning in line with rising stars platform.
- Development and increase of employee engagement across the business including internal communication strategy and content.
- Development of a Client Centric HR service that is considered highly performing by the construction division executive team.
- Reviewing and synergizing processes and policies across the divisions in the US in line with current best practice and legal requirements, benchmarked against industry standards. (i.e. recruitment, absenteeism management, on-boarding etc).
- Management of the MbO process to develop training budgets and plans per employee.
- Provide accurate and regular data with appropriate analysis and recommendations to internal stakeholders.
- Management of Ad-Hoc high-level HR projects as and when they occur i.e. restructuring.
- Administration coordination for the Global Head of the Construction Division whose primary office is at the division headquarters in Wyomissing, PA.
- Close collaboration with Executive Director for Human Resources, N.A.

The Ideal Candidate

- Bachelor's Degree in Human Resources or related field
- Minimum of ten years experience working in a human resources role and demonstrating HR principles in support of and modeling organizational values
- Excellent organizational and time management skills with the ability to work independently as well as collaboratively with internal stakeholders when needed
- Excellent communication and interpersonal skills capable of creating relationships with stakeholders at all levels within the business
- Confidential individual who recognizes sensitivities and when to escalate concerns to the relevant individual
- Up to date knowledge of US employment law and HR best practices
- Understanding of true value-added HR to a business

SFS Group USA, Inc. is an Equal Opportunity Employer

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