ContinuitiHR is currently working with a client in the manufacturing industry seeking a Director of Human Resources.  The Director of Human Resources partners with senior leaders to ensure Human Resources services are aligned with and support strategies to meet constantly changing business needs.

This role is responsible for establishing best practices; creating policies and procedures; determining key indicators of success, as well as working within the limits of a pre-determined budget to acquire, allocate, and manage resources in a manner that is fiscally responsible and mitigates risk to the business. The successful candidate will have advanced knowledge of recruiting methods and techniques, strong negotiating skills, and strong attention to detail.   This role involves moderate domestic travel, is on-site and has a salary range of $170K-$180K.

**Scope:**

Reports to EVP of HR

Direct supervision of approximately 1-3 employees; indirectly supports 400 employees across 3 shifts in Leesport, PA.

The Director of Human Resources will establish functional policies and makes tactical decisions, within overall strategic direction, with top management guidance; solves complex technical or strategic problems; applies technology or business approaches in new ways; develops and recommends new alternatives; regular interaction to communicate or negotiate important agreements, requiring considerable tact, sense of timing and the ability to engender trust, plus sensitivity to diverse audiences.

**Qualifications:**

Bachelor’s degree in human resources, business or related field or equivalent work experience, required

10 years of Human Resources experience in compensation, employee relations, talent acquisition & development, performance management and/or strategic planning, required

Bilingual English/Spanish required

Professional Human Resources Certification, preferred

Knowledge of compensation and benefits practices

Ability to effectively administer policy across multiple locations

Advanced knowledge of state and federal employment laws

Advanced knowledge of safety practices and procedures

Advanced knowledge of employee relations principles

ContinuitiHR provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or citizenship status.

To apply, please go to [www.continuiti.com](http://www.continuiti.com/) or contact Joanne Stelmack at 732-770-3487