



**SEGUE  
SOLUTIONS**

# Career Strategy May 2015 Opportunities

Career Strategy Meeting Information  
<http://is.gd/seeyouthere>

PIHRA Career Center  
<http://is.gd/pihracareercenter>

PIHRA District 6  
<http://is.gd/SouthBay>

Career Strategy Email  
[Segue@Propster.com](mailto:Segue@Propster.com)

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<p><b>April 2015</b> United States <b>5.4%</b></p>	<p>☺ ↓</p>	<p><b>Unemployment Rates</b></p>	<p>☺ ↓</p>	<p><b>April 2015</b> Los Angeles County <b>6.3%</b></p>
<p>The number of candidates competing for jobs is shrinking. At the height of the recession there were more than six unemployed people for each job opening, today there less than two (1.7). The job market is shifting, and so is the way candidates are being selected.</p> <p>In the Wall Street Journal article, <i>To Get a Job, New Hires are Put to the Test</i>, (4/14/15) Lauren Weber shares a few interesting facts:</p> <ul style="list-style-type: none"> <li>• Eight of the top 10 U.S. private employers now utilize pre-hire tests in their job applications for at least some positions.</li> <li>• In 2001, 26% of large U.S. employers used pre-hire assessments. By 2013, 57% were utilizing this tool.</li> <li>• A University of Chicago economist studied labor market churn, the annual sum of hires and separations and learned it has declined by more than 25% since 2000, suggesting that as employers intensify their front end screening, among other factors, more of those hires are working out.</li> <li>• Researchers at the University of Toronto, Yale and Harvard in one of the first academic studies of pre-hire testing found that managers who ignored test results picked workers who were more likely to quit or be fired.</li> <li>• Several organizations highlighted how their turnover rates have fallen and are now below industry average.</li> </ul> <p>This is all significant when you consider how disruptive it is to an organization when they must operate short staffed, lose production time to training new employees, and absorb the hard costs of recruitment. For some organizations this amounts to millions of dollars annually.</p> <p>A subsequent informal survey of healthcare recruiters, HR and senior organizational leaders to assess if and how they were using pre-hire assessments disclosed:</p> <ul style="list-style-type: none"> <li>• Internal recruiters assess values for organizational fit. Values are essential, skills can be learned.</li> <li>• External recruiters said less than half their clients requested assessments or used their own</li> <li>• Three large healthcare systems use assessments consistently for senior level positions. One stated: "Senior executives felt the assessments were not accurate predictors of an individuals' success. An agreement was reached where HR executives agreed that they were just one part of the entire interviewing process, one tool, and not to be relied on as the total solution as to hire or not to hire."</li> </ul> <p>These studies affirm that the value of assessment as a tool, in combination with the résumé, interviews, background checks, simulations, and other steps traditionally used. It's also important to use an assessment that has proven reliability and validity for legal purposes.</p>				



<http://hr.pihra.associationcareernetwork.com/Common/HomePage.aspx>

## **Jobs Posted 6 May**

### **Human Resources Manager**

#### **The Westin San Francisco Airport - Millbrae, CA**

The Westin San Francisco Airport is looking for a Human Resources Manager to guide and manage the overall provision of Human Resource procedures, regulations and systems, including employment, wage and salary administration, benefits, training, associate/labor relations, organizational development and payroll. The HR Manager is a key partner in implementing, achieving and maintaining the hotel & company goals and objectives. [more info...](#)

### **Human Resources Manager - Bilingual Spanish**

#### **NDS, Inc. - Lindsay, CA**

The Human Resources Manager is responsible for the administration of HR policies and procedures in NDS manufacturing facilities, as well as assisting the Director of Human Resources in the development of programs which address the organizational development/effectiveness of the company, as well other human resources initiatives which enhance the organizational capability of the company and its employees. [more info...](#)

### **Human Resources Director**

#### **AppleOne Employment Agency - Cypress, CA**

Executive Level Position-Apply Now! [more info...](#)

### **HR Business Partner**

#### **Moog, Inc. - Torrance, CA**

Join us and use your transformational leadership skills to help us move our organization to the next level! You will partner at all levels of our organization to help achieve strategic initiatives including improving quality, process, cost, and delivery time through better use of Human Capital. [more info...](#)

### **Director - Human Resources**

#### **Memorial Healthcare System - Miramar, FL**

At Memorial Hospital Miramar, leading-edge care finds a lovely home with all private rooms, Mediterranean-style architecture and lush landscaping. How rewarding it is to be surrounded by such an amazing atmosphere. Memorial Hospital Miramar, with 178 beds, serves as a full-service resource to a diverse and growing community. We focus on providing care in a family-centered environment, whether in our specially designed, private maternity suites or the dedicated Children's Emergency Department. [more info...](#)

**Sr. Director, Human Resources (Mandarin Speaking)**

**Newegg - City of Industry, CA**

To be a key part of the management team and will serve as the operational lead of the HR functions and help executive management set all HR policies and ensure the alignment of HR strategies with key business goals. [more info...](#)

**Human Resource Director**

**Galpin Motors - North Hills, CA**

Galpin Motors, the nationally recognized and award winning automobile dealership group headquartered in the San Fernando Valley, is recruiting for an experienced Human Resource Professional. Galpin has over 1,100 employees, and the person filling this position will play an integral role in managing Human Resource functions. This includes, but is not limited to, benefits, employment and recruitment, leave of absence, worker's compensation and other HR responsibilities. Fax Resume to (818) 778-297 [more info...](#)

**Director of People (aka, Human Resources Director)**

**The Spaceship Company - Mojave, CA**

Be a key player on a team that will change the world! The Spaceship Company needs a seasoned, dynamic Human Resources Director to guide and advise our senior leadership team, and mentor/lead our HR Generalists. Take our HR practices to the next level - develop our leaders, improve our recognition, shape our succession planning, fine tune our career progressions and assess/improve morale. It's the perfect role for a strategically minded HR leader who strongly values quality tactical execution! [more info...](#)

**Director, Regional Human Resources**

**The GEO Group, Inc. - Los Angeles, CA**

Accountable for the overall quality of Human Resources practices within an assigned region. The Regional HR Director serves as a member of and consultant to the Regional operations management team, a member of and liaison to the Corporate Human Resources Team and a lead to the facilities based HR representatives. Primary focus of this role is to ensure the administration of HR policies and practices within the region and comply with all state, federal, organizational and contract requirements. [more info...](#)

**Payroll Coordinator**

**Account Control Technology Inc. - Woodland Hills, CA**

Process semi-monthly multi-state regular payroll, monthly commission payroll, and other special payroll runs as necessary. Process all new hires, terminations, salary adjustments, deductions, and vacation related to payroll. Reviews payroll documentation for accuracy and makes any necessary adjustments. Obtains necessary approvals. Reviews computed wages and corrects errors to ensure the accuracy of earnings. Ensure that all changes to payroll are processed correctly. [more info...](#)

**HR Director Call Center Operations**

**Account Control Technology Inc. - Woodland Hills, CA**

Evaluates, analyzes, and maintains company Human Resources Information Systems (HRIS). Participates on or

leads project teams for making changes to systems. Supervises testing of system changes by developing test plans. Serves as escalation for support of end users of HR systems. [more info...](#)

### **Human Resources Manager**

#### **Mamma Chia, LLC - Carlsbad, CA**

Mamma Chia is a healthy, better for you food & beverage company experiencing explosive growth, where you will be asked to wear many different hats, take initiative to get things done and exude a can-do attitude. We are a committed family of passionate and fun-loving souls with a focus of making Mamma Chia a Beloved Global Brand. If you are looking for an opportunity where you can jump in with both feet and be a part of something special, continue reading our position posting. [more info...](#)

### **HR Generalist**

#### **Emtek Products, Inc. - City of Industry, CA**

Excellent opportunity for an experienced HR Generalist with solid recruiting experience to join our team in this newly created position. Ideal candidate has a background in manufacturing and plant operations and the ability to work in a fast-paced, high-change environment. Demonstrate your ability to source and hire skilled production talent while managing a diverse workload including core HR functions such as recruitment, benefits and leave administration, employee relations and compliance. [more info...](#)

### **Human Resources Manager**

#### **Label-Aire, Inc. - Fullerton, CA**

Label-Aire, Inc. is currently recruiting for a part-time (2 days/wk.), HR Manager to support the mid-sized (70 employee) machinery manufacturing facility in Fullerton, CA. Primary responsibilities will include staffing and labor/employee relations support. Candidates should be able to demonstrate well-rounded HR knowledge, sufficient to provide guidance as solo practitioner to a stand-alone operation. SHPR preferred. Forward resumes including salary requirement to: [sfarrah@label-aire.com](mailto:sfarrah@label-aire.com) [more info...](#)

### **Director of Human Resources**

#### **Company Confidential - West Los Angeles, CA**

Growing medical organization is seeking an experienced Director of Human Resources to provide both strategic and hands-on business support to the organization. Reporting to the CEO, the HR Director will be responsible for recruiting, on-boarding, employee relations, succession planning, compliance, performance management, workers compensation and all other HR related functions. [more info...](#)

### **Human Resources Director**

#### **Threshold Enterprises LTD - Scotts Valley, CA**

Established in 1978, Threshold Enterprises is a well known national nutritional supplements distributor and manufacturer of award winning Source Naturals and Planetary Herbals brands. The company's brands are sold through more than 7,000 store Health Food Store and internet channels. The company has grown significantly through exceptional channel relationships, product innovation and the reputation of its brands for potency, quality and value. [more info...](#)



## **Jobs Posted 6 May**

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#### **NDS, Inc. - Lindsay, CA**

The Human Resources Manager is responsible for the administration of HR policies and procedures in NDS manufacturing facilities, as well as assisting the Director of Human Resources in the development of programs which address the organizational development/effectiveness of the company, as well other human resources initiatives which enhance the organizational capability of the company and its employees. [more info...](#)

### **Human Resources Consultant**

#### **JorgensenHR - Valencia, CA**

JorgensenHR, a leading Human Resources Consulting firm with a 30-year history, has an opportunity for a senior level Human Resources Consultant with extensive hands-on HR management and training skills to service our clients HR needs in the private, public and not-for profit sectors. JorgensenHR is headquartered in Valencia, CA, and serves Southern California. This is an employee position, not an independent contractor and is not intended to be a bridge between corporate employment. [more info...](#)

### **HR Generalist**

#### **St. Francis Medical Center / Daughters of Charity - Lynwood, CA**

This position supports the daily operations of the Human Resources Department and is responsible for administration of human resource policies, procedures and programs. The HR Generalist carries out responsibilities in the following functional areas: benefits, basic employee relations, employment, organizational and departmental development, performance management, recognition programs and HRIS. Call 213-500-3301 or apply on-line @ [www.stfrancismedicalcenter.org/careers/](http://www.stfrancismedicalcenter.org/careers/) . [more info...](#)

### **Manager, Learning & Talent Development**

#### **TCW - Los Angeles, CA**

TCW is a leading global asset management firm with more than four decades of investment experience and a broad range of products across fixed income, equities, emerging markets and alternative investments. This position will primarily be responsible for leading TCWs learning and development initiatives and will manage projects related to talent development. [more info...](#)

### **Human Resources Business Partner**

#### **Stone Grzegorek & Gonzalez LLP - Los Angeles, Downtown, CA**

Downtown Los Angeles immigration law firm seeks Human Resources professional to develop and oversee processes for hiring and retention of personnel in a growing business environment, including employee relations support, career development, benefits administration, and the continuing enhancement of a positive work experience for our employees. [more info...](#)

### **Human Resources Business Partner**

#### **BAMKO INC - Los Angeles, CA**

BAMKO is an energetic, international company that is fast paced and rapidly growing. Founded in 1999 as an apparel company, BAMKO quickly expanded its focus to all things merchandise--promotional products, packaging, private labeling, uniforms, POP displays and virtually anything non-edible. Fifteen years of passion and persistence has allowed BAMKO to expand its operations into a full service sourcing agency with offices in Los Angeles, New York City, Brazil, China, India and the United Kingdom [more info...](#)

### **Human Resources Manager**

#### **Jewish Family Service of Los Angeles - Los Angeles, CA**

JFS is the oldest and one of the largest non-profit social service agencies in the LA area, with an excellent reputation for serving those in need. We are seeking an experienced HR Generalist to lead the Agency's recruitment and staffing functions. The HR Manager also serves as Agency resource for policy and procedure interpretation, performance management, labor and employee relations, compensation and wage and hour compliance, and oversees HR office procedures and operations. [more info...](#)

### **Field IT Recruiter - Fixed Term - University of Southern California**

#### **University of Southern California - Los Angeles, CA**

At USC we pride ourselves on the amazing reputation, tradition and team we've built. Are you an energetic and enthusiastic individual who can communicate a vision and career opportunity effectively and recruit great people? We want a Recruiter that is able to attract qualified candidates, and will continue to add valuable talent to the superior winning team at the university. If you think you may be the perfect match for this position then consider becoming a part of the Trojan family. [more info...](#)

### **Human Resources Generalist**

#### **Molina Healthcare - Long Beach, CA**

Responsible for building relationships with employees at all levels of the organization while supporting their Human Resources (HR) needs. You can apply by logging on to [www.molinahealthcare.com](http://www.molinahealthcare.com) and applying to job ID:15568 If you have any questions please reach out to [Caitlin.Baca@Molinahealthcare.com](mailto:Caitlin.Baca@Molinahealthcare.com) [more info...](#)

### **HR Manager**

#### **Custom Control Sensors, LLC - Chatsworth, CA**

Custom Control Sensors, LLC (CCS) is a global leader in the design, development, manufacturing and supply of pressure, temperature and liquid flow switches and sensors for the Aerospace, Defense and Industrial markets. Since 1957, CCS has been providing high reliability electro-mechanical devices that utilize the "DUAL-SNAP" action disc spring principle pioneered by Custom Control Sensors. [more info...](#)

### **Director of Human Resources**

#### **Diocese of Orange - Garden Grove, CA**

We are seeking a highly skilled Director of Human Resources that will be responsible for the administration and oversight of all facets of the human resources function for the Diocese, and for providing direct services to the

management and staff of the Diocesan Pastoral Center offices, parishes, schools, cemeteries, centers and other ecclesiastically related entities. [more info...](#)

### **Recruiter**

#### **Airgas USA - Long Beach, CA**

Airgas USA, LLC is Now Hiring Recruiter in Long Beach, CA Discover an exciting Career with Airgas as our Recruiter! Airgas USA, LLC, a Fortune 500, \$6B organization is planning for continued growth. The Recruiter will provide recruiting support for internal regional business partners to successfully fill positions across multiple categories and levels including but not limited to drivers, production operators, plant managers, customer service , retail sales, an account managers! [more info...](#)

### **HR Generalist**

#### **Community Health Centers of the Central Coast-CHC - Santa Maria, CA**

Provide full HR support for fast-paced, growing community health care facilities in Central California area. Responds promptly to customer needs; Maintains confidentiality; Speaks clearly and persuasively in positive or negative situations; Contributes to building a positive team spirit; Able to build morale and group commitments to goals and objectives; Inspires respect and trust; Looks for ways to improve and promote quality; Prioritizes and plans work activities; Reacts well under pressure. [more info...](#)

### **HR Consultants**

#### **Kaiser Permanente - The Greater Los Angeles Area, CA**

Make it yours. At Kaiser Permanente, we realize that it takes more than expert medical care to be one of the nations leading health care providers and not-for-profit health plans. It takes advanced technologies, state-of-the-art facilities, and the people to support them. Come impact your future, and the future of care. Consider this excellent full-time opportunity available in multiple locations throughout Southern California: Fontana/Ontario, West Los Angeles/South Bay, Baldwin Park, and LA. [more info...](#)

### **Administrator, Personnel Commission Services**

#### **San Mateo County Office of Education - Redwood City, CA**

San Mateo County Office of Education Administrator, Personnel Commission Services Monthly salary range: \$9,383 - \$11,735 The county provides an attractive benefit package. Application Deadline: 05/22/15 Candidates are encouraged to apply immediately online at <https://www.calopps.org/ViewAgencyJob.cfm?ID21091>. For more information contact: Pam Derby CPS HR Consulting 241 Lathrop Way Sacramento, CA 95815 Ph: 916-263-1401 Fx: 916-561-7205 Email: [pderby@cpsshr.us](mailto:pderby@cpsshr.us) EOE [more info...](#)

### **Human Resources Director**

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Executive Level Position-Apply Now! [more info...](#)

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Excellent opportunity for an experienced HR Generalist with solid recruiting experience to join our team in this newly created position. Ideal candidate has a background in manufacturing and plant operations and the ability to work in a fast-paced, high-change environment. Demonstrate your ability to source and hire skilled production talent while managing a diverse workload including core HR functions such as recruitment, benefits and leave administration, employee relations and compliance. [more info...](#)

### **Director Staffing**

#### **The Aerospace Corporation - El Segundo, CA**

The Aerospace Corporation has provided independent technical and scientific research, development, and advisory services to national security space programs since 1960. We operate a federally funded research and development center (FFRDC) for the United States Air Force and the National Reconnaissance Office and support all national security space programs. [more info...](#)

### **Human Resources Associate**

#### **SIM Group of Companies - Hollywood, CA**

The SIM Group, a leading supplier of production equipment, workflow and post-production solutions in the motion picture and television industry, is looking for a Human Resources Associate. The Human Resources Associate proactively supports their client group and the organization within a variety of HR functions including employee relations, recruitment and selection, disability claim/leave management, compensation, benefits, company policies and programs and human resources administration. [more info...](#)

### **Director of Human Resources**

#### **Green Dot Public Schools - Los Angeles, CA**

The Director of Human Resources will set the strategic direction for executing the human resources function of Green Dot, supporting over 1,000 employees across CA, TN and WA. Major areas of responsibility include employee benefits and compensation, leaves of absence, workers compensation, on-boarding policies and credentialing. [more info...](#)

### **Corporate IT Recruiter**

#### **Cal Net Technology Group - Chatsworth, CA**

Are you a Recruiting guru? Do you specialize in "Needle in a haystack" searches? Then we have a spot for you! We have an amazingly talented and diverse staff - but we don't have YOU! Cal Net Technology Group is Southern California's dominant Managed Service Provider for SMB. We like to think of ourselves as "Southern California's IT Department." We are experiencing double-digit growth and we have a very aggressive 3-5 year strategic plan. Our Company culture is our best recruiting tool! Apply! [more info...](#)

### **Human Resources Manager**

#### **The Westin San Francisco Airport - Millbrae, CA**

The Westin San Francisco Airport is looking for a Human Resources Manager to guide and manage the overall provision of Human Resource procedures, regulations and systems, including employment, wage and salary administration, benefits, training, associate/labor relations, organizational development and payroll. The HR Manager is a key partner in implementing, achieving and maintaining the hotel & company goals and objectives. [more info...](#)

## **Jobs Posted 15 April**

### **Director, Human Resources**

#### **Crowe-Innes & Associates - Woodland Hills, CA**

The California Wellness Foundation, whose mission is to improve the health of Californians, is seeking a Director, Human Resources. This person will report directly to the President and CEO, Judy Belk. This is an excellent opportunity for an experienced human resources professional to develop HR systems, best practices and procedures and dramatically influence the operational effectiveness of the Foundation. [more info...](#)

### **Human Resources Manager**

#### **Shimadzu Precision Instruments, Inc. - Long Beach, CA**

We are looking for a strong and experienced HR Manager to join our team. This person works out of two locations (Long Beach & Torrance) and manages employees in 14 states. Manufacturing experience required. [more info...](#)

### **Chief Human Resources Officer**

#### **Foothill Family Service - Pasadena, CA**

Foothill Family Service is dedicated to making a positive difference in clients lives. We strive for excellence and provide a positive, stimulating work environment for our diverse, enthusiastic and talented staff. Staff members are valued as individuals, are encouraged to grow and develop their skills and are supported by their supervisors and their peers. We support innovation and an entrepreneurial spirit in our approach to achieving our mission. [more info...](#)

### **Human Resources Manager**

#### **Source Photonics - West Hills, CA**

We are seeking an experienced, self-motivated human resources professional with a generalist background who is a proven independent critical thinker and communicator. You will interface extensively with employees at all levels, including senior leaders, and will be responsible for performing a wide range of human resource activities including recruitment & selection, training and development, employee relations, comp and benefits, compliance reporting, 401(k) administration, etc. [more info...](#)

### **Director of Human Resources**

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### **Human Resources Manager**

#### **Hutchinson and Bloodgood LLP - Glendale, CA**

When you join Hutchinson and Bloodgood LLP, you join a firm not only highly committed to service, professionalism, and technical excellence, but also one that is dedicated to personal and professional development. We have 35 partners and over 100 team members in four offices in both Northern and Southern California. Our goal is to exceed expectations. The HR Manager will be responsible for administering the human resource policies and programs for the Firm. [more info...](#)

### **Corporate Recruiter**

#### **Lamps Plus - Chatsworth, CA**

LAMPS PLUS is a respected name in lighting and home decor for over 30 years. We are looking for a full-time, Corporate Recruiter based at our Headquarters office in Chatsworth, CA. The Recruiters main duties are to hire top talent for multiple functional groups. This position will require 6 years of full life-cycle recruiting in a corporate and/or agency setting along with proficiency in Taleo. Complete description at [www.lampsplus.com/careers](http://www.lampsplus.com/careers). Apply online to [resumes@lampsplus.com](mailto:resumes@lampsplus.com). [more info...](#)

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### **HR Generalist**

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### **Culture and Talent Manager**

#### **Downtown Women's Center - Los Angeles, CA**

DWC is seeking an energetic, entrepreneurial individual who combines intellectual curiosity with analytical skills to assist leadership and staff in supporting the agency's mission, vision, values, and strategic direction. Individual must have high ethical standards, compassion, and the ability to make fair and credible conclusions. This new position will report directly to the Director of Administration. [more info...](#)

## **Jobs Posted 1 April**

### **Human Resource Manager**

#### **Sysco - Fremont, CA**

Upgrade your career today with an exciting new opportunity with Sysco Foods in Fremont, CA. We offer competitive pay, bonus potential, 401k matching, stock options and great benefits. To learn more, please visit: <https://jobs-sysco.icims.com/jobs/14281/human-resources-manager---sysco-san-francisco-%28fremont%29/job?modeview> [more info...](#)

### **Director Of Human Resources**

#### **Chaminade College Preparatory - Chatsworth (Los Angeles), CA**

Want to make a difference in a workplace that makes a difference in the lives of hundreds? Want to work in an environment where the mission is lived out? Want to work in a place where employees are appreciated and celebrated? Chaminade College Preparatory may be the place for you! We are looking for an enthusiastic, relationship oriented HR Director for our fast paced/employee friendly environment. Submit your resume (with salary history) to: [akulinski@chaminade.org](mailto:akulinski@chaminade.org). Start date 7/1/15. [more info...](#)

### **Senior HR Manager/Strategic Business Partner**

#### **Glumac - Irvine, CA**

Glumac currently seeking a Senior HR Manager/Strategic Business Partner for our company to work out of the



Irvine office. In this position you will guide and manage the overall Human Resources services, policies, and programs for the entire company. This position is available in Los Angeles and Irvine with a strong preference for the position to be located in our Irvine office. Job requirements include a Bachelor's degree in HR, a minimum of 10 years related experience, and 3 years in A/E/C. [more info...](#)

### **Human Resources Analyst - Provisional**

#### **South Coast Air Quality Management District - Diamond Bar, CA**

The Clean Air Team at South Coast Air Quality Management District in Diamond Bar, California is seeking an experienced, professional Human Resources Analyst for a provisional assignment. The individual selected will perform a variety of professional, analytical, and technical human resources work primarily in the area of recruitment, testing and selection. However, assignments in other areas of Human Resources, such as benefits, or classification and compensation, may be assigned as needed. [more info...](#)

### **Benefits Manager**

#### **Cnesta Group - Eastern, WI**

A leading manufacturer and marketer of access equipment, specialty vehicles and truck bodies is currently seeking a Benefits Manager. This person will be responsible for managing and providing domestic and international Health and Welfare group benefits programs including group health, dental, vision, short-term and long-term disability, life insurance, and flexible spending plan. Investigate new benefits programs, improve existing programs, supervise and monitor benefits administration. [more info...](#)

### **Chief Human Resources Officer**

#### **Foothill Family Service - Pasadena, CA**

Foothill Family Service is dedicated to making a positive difference in clients lives. We strive for excellence and provide a positive, stimulating work environment for our diverse, enthusiastic and talented staff. Staff members are valued as individuals, are encouraged to grow and develop their skills and are supported by their supervisors and their peers. We support innovation and an entrepreneurial spirit in our approach to achieving our mission. [more info...](#)

### **Human Resources Manager**

#### **Source Photonics - West Hills, CA**

We are seeking an experienced, self-motivated human resources professional with a generalist background who is a proven independent critical thinker and communicator. You will interface extensively with employees at all levels, including senior leaders, and will be responsible for performing a wide range of human resource activities including recruitment & selection, training and development, employee relations, comp and benefits, compliance reporting, 401(k) administration, etc. [more info...](#)

### **Human Resources Manager**

#### **Shimadzu Precision Instruments, Inc. - Long Beach, CA**

We are looking for a strong and experienced HR Manager to join our team. This person works out of two



locations (Long Beach & Torrance) and manages employees in 14 states. Manufacturing experience required. [more info...](#)

### **Compensation Manager**

#### **Cnesta Group - Eastern, WI**

A leading manufacturer and marketer of access equipment, specialty vehicles and truck bodies is currently seeking a Compensation Manager. This person will support the design, implementation, and administration of compensation programs, policies, and procedures. Founded in 1917, our client has manufacturing operations in nine U.S. states and in Australia, Belgium, Brazil, Canada, China, France, Mexico, The Netherlands, and Romania. The company currently employs approximately 13,100 worldwide. [more info...](#)

### **HR Generalist**

#### **Community Health Centers of the Central Coast-CHC - Santa Maria, CA**

Provide full HR support for fast-paced, growing community health care facilities in Central California area. Responds promptly to customer needs; Maintains confidentiality; Speaks clearly and persuasively in positive or negative situations; Contributes to building a positive team spirit; Able to build morale and group commitments to goals and objectives; Inspires respect and trust; Looks for ways to improve and promote quality; Prioritizes and plans work activities; Reacts well under pressure. [more info...](#)

### **Human Resources Manager**

#### **HCC Surety Group - Los Angeles, CA**

For the Surety specialty insurance division of HCC with headquarters in Los Angeles, CA this strategic business partner is responsible for designing, planning, and implementing human resources programs and policies which are primarily focused on employee relations, staffing, training, and occasional acquisition integrations. [more info...](#)

### **Director Of Human Resources**

#### **Diocese of Orange - Garden Grove, CA**

We are seeking a highly skilled Director of Human Resources that will be responsible for the administration and oversight of all facets of the human resources function for the Diocese, and for providing direct services to the management and staff of the Diocesan Pastoral Center offices, parishes, schools, cemeteries, centers and other ecclesiastically related entities. [more info...](#)

### **Sr. HR Generalist**

#### **Alliant Insurance Services - Newport Beach OR San Diego, CA**

SR. HR Generalist (OC or SD) Partners with management and staff to provide high level consultative advice to optimize employee relations and support recruitment efforts. Serves as employee advocate and objectively investigates employee relations matters. Maintains strong knowledge of employment law, legislative changes, and legal trends as they impact HR and the organization. For more information about this position and submit your resume, visit [www.alliant.com/careers](http://www.alliant.com/careers) and click on job #3631. [more info...](#)

## **Director, Human Resources**

### **Crowe-Innes & Associates - Woodland Hills, CA**

The California Wellness Foundation, whose mission is to improve the health of Californians, is seeking a Director, Human Resources. This person will report directly to the President and CEO, Judy Belk. This is an excellent opportunity for an experienced human resources professional to develop HR systems, best practices and procedures and dramatically influence the operational effectiveness of the Foundation. [more info...](#)

[View more jobs at the PIHRA Career Center](#)



HR Jobs  
<http://jobs.shrm.org/>

## **Linked In Postings**



Management Supervisor  
Cambridge BioMarketing  
Greater Boston Area

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Human Resources Manager  
ABS Auto Auctions  
Greater Los Angeles Area

[View job](#) ▶



Human Resources Manager  
Ready Pac Foods, Inc.  
Greater Los Angeles Area

[View job](#) ▶



HRIS Data and Reporting Analyst - Workday  
University of Southern California  
Greater Los Angeles Area

[View job](#) ▶



Human Resources Manager  
Sledgehammer Games  
Greater Los Angeles Area

[View job ▶](#)



Human Resources Systems Analyst  
Reiter Affiliated Companies  
Greater Los Angeles Area

[View job ▶](#)



Human Resource Manager - Field - West Coast  
Ports America  
Greater Los Angeles Area

[View job ▶](#)



Human Resources Manager  
Guitar Center  
Greater Los Angeles Area

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Organization Change Management & Training  
Cognizant Technology Solutions  
Greater Los Angeles Area

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Client HR Generalist - Human Capital Consultant  
TriNet  
Greater Los Angeles Area

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Sponsored

Accounting Manager/ Director, Risk Management  
University of Nebraska  
Lincoln, Nebraska Area

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HR Consultant  
Kaiser Permanente  
Greater Los Angeles Area

[View job ▶](#)



Human Resources Manager  
Princess Cruises  
Greater Los Angeles Area

[View job](#) ▶



Recruitment and Employee Relations Coordinator - HR Department  
The Famous Group  
Greater Los Angeles Area

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Senior Manager/Manager, Talent Acquisition- West  
OmnicomMediaGroup USA  
Greater Los Angeles Area

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Human Resources Manager  
Guitar Center  
Greater Los Angeles Area

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Human Resources Systems Analyst  
Reiter Affiliated Companies  
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Human Resource Manager - Field - West Coast  
Ports America  
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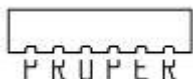
Sr. DC HR Associate (Bilingual Spanish)  
Forever 21  
Greater Los Angeles Area

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Human Resources Generalist/Manager - Temporary  
Los Angeles Times  
Greater Los Angeles Area

[View job ▶](#)



Human Resources Manager  
Proper Hospitality  
Greater Los Angeles Area

[View job ▶](#)



HR Consultant  
Kaiser Permanente  
Greater Los Angeles Area

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Human Resources Manager - Employee Relations, Benefits Administrator  
CyberCoders  
Greater Los Angeles Area

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Recruitment and Employee Relations Coordinator - HR Department  
The Famous Group  
Greater Los Angeles Area

[View job ▶](#)



Regional Human Resources Manager  
Pelican Products, Inc.  
Greater Los Angeles Area

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Sr Manager, Human Resources  
Niagara Bottling  
Greater Los Angeles Area

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Analyst, Compensation and Human Resources  
SAG-AFTRA  
Greater Los Angeles Area

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Human Resource Manager - Field - West Coast  
Ports America  
Greater Los Angeles Area

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Client HR Generalist - Human Capital Consultant  
TriNet  
Greater Los Angeles Area

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ERP Readiness Facilitator  
Los Angeles Unified School District  
Greater Los Angeles Area

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Engineering HR Manager  
Raytheon  
Greater Los Angeles Area

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Sales Manager (West Coast)  
Three W International  
Greater Los Angeles Area

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HR Manager (HR Director), Western Region  
Air New Zealand  
Greater Los Angeles Area

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Human Resources Manager  
Eco-Services Operations, LLC  
Greater Los Angeles Area

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Regional Human Resources Manager  
Pelican Products, Inc.  
Greater Los Angeles Area

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Analyst, Compensation and Human Resources  
SAG-AFTRA  
Greater Los Angeles Area

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Human Resources Analyst  
Los Angeles County Metropolitan Transportation Authority  
Greater Los Angeles Area

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ERP Readiness Facilitator  
Los Angeles Unified School District  
Greater Los Angeles Area

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Career Coach  
General Assembly  
Greater Los Angeles Area

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Senior Associate Dean - Theater, Film & TV  
UCLA  
Greater Los Angeles Area

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Sr. DC HR Associate (Bilingual Spanish)  
Forever 21  
Greater Los Angeles Area

[View job ▶](#)

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Human Resources Manager  
Joie, Current/Elliott, and Equipment  
Greater Los Angeles Area

[View job ▶](#)

## CB & ASSOCIATES INC.

CB and Associates frequently has local opportunities:

[www.cbrecruiters.com](http://www.cbrecruiters.com)

### **Temporary LOA/Benefits Coordinator/Administrator, Culver City, CA**

The Temporary Benefits LOA Coordinator/Administrator will be responsible for meticulously coordinating leaves of absence (LOA) for a population with a high volume of requests, with up to eighty employees on some type of leave during any given time period.

#### Job Duties and Responsibilities:

- Determine employee eligibility for FMLA, intermittent FMLA, ADA, WTH leave, hardship requests, various State leave types, etc...
- Clarify LOA eligibility and the application process to employees
- Flawlessly document LOA's and hours usage for intermittent FMLA
- Review and process applications and documentation
- Administer benefits and paid time off for employees on leave
- Communicate leave status to management and Payroll

#### Requirements and Qualifications:

- 2+ years of benefits/LOA or other strong human resources CA LOA related experience preferred
- No stranger to benefits and deep understanding of FMLA/ADA required
- Top notch customer service skills needed; the ideal candidate is approachable and comfortable interacting with all levels of our employee population
- Impressive communication skills; both written and oral
- Savvy with Microsoft Word and Excel
- Demonstrated experience using ADP HRB preferred.
- Ability to maintain a high level of confidentiality
- Outstanding attention to detail and problem solving skills are necessary
- Comfortable making decisions in ambiguous situations while knowing when to get input from management is important
- Effective in conducting research to stay abreast of federal/state laws impacting leave administration
- Impeccable time management skills, ability to multi-task and pick up new skills quickly

Hours 8 am to 5 pm M-F, reporting to Manager, HR Operations

**Andrea Moroso**  
**Business Development Manager, VACO Los Angeles, LLC**  
6701 Center Drive W., Suite 960, Los Angeles, CA 90045



**Position:** Interim HR Business Partner

**Position Type:** Contract, 5+ months

**Hourly Rate:** \$45-55

**Estimated Hours Per Week:** 40 hours

**Location:** Philadelphia, PA

**Flexible on-site/off-site:** 100% on-site

**"Must Have" Experience:**

- 5+ years' experience in HR
- Experience working in mergers and acquisitions
- Experience working in a manufacturing environment

**Preferred Experience:** Bachelor's degree or higher preferred

**Brief Summary:** Our client is seeking an Interim HR Business Partner for their site in Philadelphia. The HR BP is responsible for aligning business objectives with employees and management and serve as a consultant to management on human resources-related issue. The HR BP will manage any acquisition and merger integration processes as well as be hands-on in employee relations and talent acquisition.

Reetu Bajaj, HR Recruitment Specialist t ContinuitiHR , [www.continuiti.com](http://www.continuiti.com)

## TO APPLY

### Via Reply Email:

For best consideration, **please reply to this email with the following:**

1. Your most recent resume(chronological)
2. Your most recent compensation
3. **Desired compensation(if different)**
4. A short summary of your experience relevant to the role

### Next steps:

If your background is one of the strongest potential matches for our client's role among all the applications received, one of our HR Recruitment Specialists will contact you within 24 hours to discuss your background and to share additional details about the role.

### To contact us :

Please email our HR Recruitment Team at [interimHR@continuiti.com](mailto:interimHR@continuiti.com)

### We appreciate referrals!!

Feel free to forward! We are delighted to pay a \$250.00 referral fee.

### Anything new? We want to hear from you!

Are you back on the market, acquired new skills or changed locations? We want to know! You can upload your latest resume/update your current status through our Registration function at [www.continuiti.com/register.html](http://www.continuiti.com/register.html).

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## Contract Recruiter (Irvine)

My client is an established employment services company. They are seeking a contract recruiter for a 3 month+ assignment, on-site in their Irvine offices.

Contractor will be responsible for full-life-cycle recruiting for corporate roles including accounting, finance, IT, marketing and HR. Candidates should be creative, assertive sourcers and well networked in the Orange County

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area. A minimum of 5 years of recruiting experience is required. Experience with Taleo or other ATS is a plus.

Please send resume and include your desired hourly rate in your cover email.

Anne Angelopoulos, JustStaff, Inc., [annea@juststaff.com](mailto:annea@juststaff.com) [CArecruit] [CArecruit-noreply@yahoogroups.com](mailto:CArecruit-noreply@yahoogroups.com)

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Requisition Number 15-0469

Post Date 5/18/2015

Title **Director, Special Projects** (HR)

Division Finance & Administration

Employee Type Full Time Day

Work Hours 40.0

#### **Description**

- Administer Multiple health plans
- Audit claims
- Vendor management
- Oversight of COBRA administration
- Maintain compliance with federal ERISA, IRS and HIPPA regulations
- Complete 5500's
- Must be familiar with ACA and IRS annual filings for ACA
- Management of appeal process for denied claims
- Budget forecast
- Oversee/initiate wellness programs and health fairs
- Oversee the Workers' Compensation program including investigation of initial worker's compensation claims; collaboration with physicians on return to duty plans; working with doctors, outside vendors and attorneys to manage each case effectively and efficiently.

#### **Requirements**

- Bachelor's degree in related field.
- At least five years of experience with health plan administration and workers compensation.

This is a senior level position with one direct report.

This position does not do day to day operations but is more strategic.

Please apply directly at Bergen Regional Medical Center. [Bergen Regional Medical Center](#)

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#### **Human Resources Generalist / Safety Representative**

Spates Fabricators was founded in 1976 on strong principles of integrity, providing quality products and superior customer service. We design and build open web wood floor and roof trusses for the residential and commercial building industry. Spates Fabricators uses the most advanced design and manufacturing techniques including, CAD and engineering software, CNC saws and jiggging equipment to deliver a superior truss product.

Spates Fabricators is always looking for individuals want to be part of a company that strives to be the best in our industry while allowing the flexibility for life balance. We hire individuals who want to be part of the Promotion of, Adherence to, and Sustaining of what we call, the **S.P.A.T.E.S.** Values, which are:

**S**afety: We teach, promote and adhere to the highest safety standards and best safety practices, striving for zero injuries.

**P**roductivity: We continuously improve our performance and productivity through constant analysis, innovation and standardization, working efficiently and cost effectively.

**A**ttitude: We demonstrate a positive, "Can Do", attitude in all aspects of our work, creating a pleasant and

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uplifting atmosphere and work environment.

**T**eamwork: We work together to achieve superior results, communicating clearly and openly, sharing ideas and talents, with the utmost respect for each other.

**E**xcellence: We constantly strive to achieve the highest possible standards in our day-to-day work, by producing quality at the source, with the goal of zero rework, and a clean and well organized workplace.

**S**ervice: We strive for 100% Customer Satisfaction by providing products of superior quality and value, on time, every time.

This position plans and administers policies relating to all phases of human resources and safety activities by performing the following duties.

1. Advises Managers on disciplining and termination procedures.
2. Ensures company is compliant with all federal, state and local human resources laws.
3. Advises management in appropriate resolution of employee relations issues.
4. Responds to inquiries regarding policies, procedures, and programs.
5. Identifies legal requirements and government reporting regulations affecting human resources functions and ensures policies, procedures, and reporting are in compliance.
6. Recruits, interviews, tests, and selects employees to fill vacant positions.
7. Keeps records of benefits plans participation such as insurance and pension plan, personnel transactions such as hires, promotions, transfers, performance reviews, and terminations, and employee statistics for government reporting.
8. Keeps up-to-date on changes and updates in employment law.
9. Manages orientation program for welcoming and integrating new employees.
10. Oversees employee recordkeeping including new hires, performance appraisals, employee transfers, separations and exit interviews.
11. Creates and maintains current job descriptions for all employees.
12. Oversees the hiring process of Department Managers.
13. Serves as a liaison for management team and supervises employees on human capital issues that affect performance and business relationships.
14. Fosters a workplace environment consistent with the values and vision of the company.
15. Meets deadlines, prioritizes company assignments and maintains professional composure under pressure and dynamic conditions.
16. Adjusts to new situations encountered on a daily basis and has the ability to learn new duties quickly.
17. Leads conflict resolution and maintains a constructive working relationship with employees at all levels of the organization.
18. Assists in administering benefits programs such as life, health, dental and disability insurances, pension plans, vacation, sick leave, leave of absence, and employee assistance.
19. Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals.

**Education/Experience:**

- High school diploma (Associate's or Bachelor's degree is preferred.).
- Minimum of 3 years of experience
- Must be able to work in the heat at times
- Production environment

Please send résumés to [employment@spates.com](mailto:employment@spates.com)

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**Director of Talent Acquisition & Human Resources** (position located in Los Angeles, CA)

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**About The Black Tux:** The Black Tux is transforming the tuxedo and suit rental market. We are the first suit and tuxedo rental that doesn't feel like one: we offer only the highest-quality product, a fantastic fit, and an unparalleled customer experience through our website [theblacktux.com](http://theblacktux.com).

We have seen incredible growth since our launch in June 2013, and are looking for motivated individuals to join our team. We are financially backed by the best investors in the venture community.

Read more about us here:

[http://dealbook.nytimes.com/2015/01/21/online-tuxedo-rental-start-up-raises-10-million/?\\_r=0](http://dealbook.nytimes.com/2015/01/21/online-tuxedo-rental-start-up-raises-10-million/?_r=0)

<http://www.wsj.com/articles/SB10001424052702303491404579390900885034592>

**Position Overview:** We are looking for a Director of Talent Acquisition and Human Resources. This unique role has dual responsibilities; recruiting candidates to join our growing team and administering our HR program. This will be the first hire of its kind at The Black Tux; you will be on the ground floor of our “people operations” team, and it is an opportunity to be part of a company that is growing quickly.

Responsibilities:

Talent Acquisition:

- Evaluate and develop The Black Tux's staffing plan with department heads; customer care, warehouse operations, product development & production, and retail.
- Develop recruitment strategies for open positions.
- Provide overall direction and management for strategy, guidelines and procedures concerning staffing best practices, systems, and methodology.
- Guide and direct the interview, offer & hiring process.
- Build a network of contacts and attract talent for future opportunities through networking, research and direct sourcing.
- Create, develop and administer a successful referral program.
- Manage the campus recruiting program.
- Attend industry events to help The Black Tux to attract top talent in the industry.
- Provide weekly, monthly and quarterly recruiting analytics to the Executive Team.

Human Resources

- Serve as a resource to create the ideal environment at The Black Tux by developing and promoting excellent policies.
- Play a key role in ensuring performance management and salary planning are used effectively as talent management tools.
- Administer our benefits programs.
- Manage employee onboarding and first-week progress.
- Understand and represent the values of The Black Tux to candidates and team members.

**Qualifications:**

- BA/BS degree.
- Master's Degree or advanced coursework in Business, HR or related field a plus
- The ideal candidate will have at least 8 years of experience working in HR with at least 5 years in an HR Generalist role, preferably in a retail and/or fashion related industry
- Knowledge of regulations relating to human resources and recruiting
- Excellent verbal and written communication, interpersonal, presentation, facilitation and negotiation skills.
- Ability to adapt to rapidly changing organizational issues and anticipate/forecast customer demand across the business.

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- Experience in the strategic development and execution of talent acquisition policy and programs.
  - Excellent verbal and written communication, interpersonal, presentation, facilitation and negotiation skills.
  - Proficiency with all Microsoft Office software products.

If qualified and interested, please contact Joseph Harris at [joseph@theblacktux.com](mailto:joseph@theblacktux.com)

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This is John Chirichella, Technical Recruiting Manager for KPMG. We are in need of corporate **Technical Recruiters** looking for a long term contract with us. We are offering remote access for 3 days and 2 days onsite in our Montvale, NJ office. If you know of anyone who might be interested please feel free to forward them my contact info. Please send me your referrals contact info/resume I'll be sure to contact them asap as well. Any questions you can always call me directly.

John Chirichella, Manager, KPMG LLP | 3 Chestnut Ridge Road | Montvale, NJ, 07645  
W: 201 307 8110 M: 732 332 8745 | [jchirichella@kpmg.com](mailto:jchirichella@kpmg.com) | <http://us-jobs.kpmg.com>

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## Senior Compensation & HR Analyst - San Diego, CA

*If you're looking for a career in a company that's evolving, has a great culture and amazing opportunities within the Healthcare Industry, AMN Healthcare is the clear choice. As America's largest and most respected health care staffing and workforce solutions organization, we are the recognized leader in nursing, physician and allied staffing. As part of the AMN team you'll work with motivated team members who have pride in - and passion for - what they do. Guided by our core values, we remain steadfast to our commitment to career growth and development for all levels of team members so they may navigate their own future and grow with the company. AMN will help you reach your professional and personal goals everyday while making a meaningful contribution. Experience for yourself The AMN Difference!*

### Summary

The **Senior Compensation & HR Analyst** is responsible for providing analytical and technical support to the HR organization.

### Job Tasks:

- Provides analytical support to the entire HR organization including, but not limited to compensation, operations, payroll, learning and talent development, and benefits.
- Provide support to our compensation team to support the design and analysis of our sales incentive programs, participation in compensation surveys, research and preparation of benchmark analysis and other projects as requested.
- Deliver process expertise, data analysis, and analytical support for the HR Business partners to drive execution of HR agenda across all functions of HR.
- Define problems systematically, analyzing causes and affects both qualitatively and quantitatively.
- Provide project management support for the myriad of projects within the HR organization.
- Research, analyze and compile HR and organization wide data to support organization reporting and initiatives.
- Responsible for gathering, preparation and analysis of data for internal and external reporting.
- Assist in audits of HR systems and team member data.
- Demonstrates HR knowledge and strong communication skills to deliver information or reports to stakeholders.

### Education:

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- High School diploma or equivalent.
  - Bachelor's degree in HR, Finance or related field.

**Experience:**

- 4-6 years of work experience in compensation, HR, financial analysis or related field

*AMN's Total Rewards package includes more than just a paycheck...At the beautiful Corporate Headquarters in San Diego (Del Mar), you will have free access to an onsite gym, a café with a Starbucks, dry clean delivery and team member discounts for many attractions throughout San Diego. AMN offers a competitive package on Medical, Dental, Vision and 401K with a match. Experience the AMN Difference!*

*Respect • Passion • Continuous Improvement • Trust • Customer Focus • Innovation*

**AMN Healthcare is an EEO/AA/Disability/Protected Veteran Employer**

**We encourage minority and female applicants to apply**

*We value professionalism in everything we do – this includes the professional presence we project as we interact with internal and external customers.*

<https://hire.jobvite.com/j?cj=oSkU0fwQ&s=AMN>

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**Head /Vice President of Human Resources**

The Organization

Although only 4 and 1/2 years old as its own organization, Sunovion has a deep and rich history.

In October 2009, Sepracor Inc., a U.S. pharmaceutical company with a focus in CNS and Respiratory therapies, was acquired by Sumitomo Dainippon Pharma Co., Ltd., a top ten, stock exchange-listed pharmaceutical company based in Osaka, Japan.

Sumitomo has a long and deep commitment to research and development stretching back over 100 years.

The move strengthened Sumitomo Dainippon Pharma's North American based drug development pipeline and commercial capabilities and brought together extensive expertise in two main treatment categories—disorders of the central nervous system (CNS) and respiratory diseases.

In April 2010, Sumitomo Dainippon Pharma's original U.S. subsidiary, Dainippon Sumitomo Pharma America, Inc. was merged into Sepracor. Sunovion is the company born of this union.

Sunovion's targeted discovery and development program has already resulted in several treatments for both respiratory and central nervous system diseases. Some examples include; Lunesta® (eszopiclone), a medicine that helps people sleep better and Latuda® (lurasidone HCl) which was approved by the U.S. Food and Drug Administration (FDA) on October 28, 2010 for the treatment of patients with Bipolar depression and Schizophrenia.

For more information on the company, please visit [www.sunovion.com](http://www.sunovion.com)

Contact: Rachel Davidson, Senior Vice President Gatti and Associates

[rdavidson@gattihr.com](mailto:rdavidson@gattihr.com) | (508) 359-4153 | [www.gattihr.com](http://www.gattihr.com)

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**HR Business Partner**

In this crucial role, you will provide HR consultation and support services to Kawasaki Motors Corp., U.S.A. at their California headquarters. You will work closely with management in planning strategic HR initiatives, including succession planning, organizational design, and talent acquisition for assigned areas.

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The successful candidate we seek has a Bachelor's degree with a minimum of 7 years' experience in an HR/organizational development environment or equivalent combination of education and experience. Must possess:

- Strong understanding of HR policies and best practices.
- Superior organizational development skills and a solid understanding of talent acquisition and retention best practices.
- Experience working with Microsoft's Word, Excel, and PowerPoint.
- Experience with UltiPro or other HRIS software systems is preferred; as well as knowledge of Cornerstone or other learning management system.
- PHR/SPHR certification and/or a Master's Degree strongly preferred.

From comprehensive insurance to generous Paid Time Off, we offer extensive benefits and a compensation package that stands apart from the rest, including 401(k), pension, training & development, education assistance, a casual workplace and more.

Apply: [www.kawasaki.com/About/Apply](http://www.kawasaki.com/About/Apply)

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