

HR Director, R & D and Innovations

This position, which is based at 125 Pinelawn Road, Melville, will be responsible for delivering HR quality of service and customer satisfaction for the assigned client groups through employee services operations. The role will focus on representing R&D and Innovations functions and specific HR processes while transforming and standardizing critical HR processes and procedures.

Job Responsibilities:

- Provide exceptional employee support in a R & D environment. Facilitate effective communication to assigned business leaders, from Directors through Supervisors, and employees on Company policies, practices, and initiatives.
- Provide guidance and support on HR operations for business initiatives on the Melville campus, ensuring that assigned business groups adhere to and advance the Company's commitment to best-in-class employee policies and practices
- Foster a culture of engagement that values diversity and inclusion and that demonstrates fair and consistent management practices.
- Balance client-facing HR responsibilities with the project work to standardize key processes, which will require travel between the hub at 65 Bleecker and Melville, NY.
- Evaluate effectiveness of programs / processes and recommend improvements and solutions.
- Leverage Oracle knowledge and experience to use data to support process, procedure and program changes as activities are transformed.
- Deliver quality service within the current HR structure and processes while evolving operational practices for the business through HR's transformation. Coordinate with appropriate global HR service delivery leadership to ensure consistency and cohesiveness across the delivery of the services.
- Understand and communicate business requirements and changes that could impact the delivery of the services.
- Participate in regular operational and performance review meetings.
- Manage project initiatives, including collection of stakeholder input

Job Qualifications:

- Bachelor's Degree
- 8+ years of experience minimum
- Ability to learn new systems, processes
- Excellent organizational skills
- Ability to handle multiple requests in a timely manner
- General analytical & problem solving skills
- Strong interpersonal, consulting & listening skills
- Ability to deal w/ambiguity & confidential information
- Employee and/or labor relations experience in a R & D environment preferred
- PHR/SPHR preferred

Please apply through the following link:

<http://elcompanies.taleo.net/careersection/external/jobdetail.ftl?job=151036>