

Position: Director of People and Culture

Reports to: President and General Manager

Position status: Exempt/Dayshift Role

Salary Range: \$100,000/yr - \$120,000/year

Greiner Packaging is one of Europe's leading plastic packaging manufacturers in the Food and Non-Food sector. It has locations in 18 different countries around the world, and we are the very first Greiner Packaging in the US - right here in Pittston, PA!

Greiner is seeking to hire a new Director of People and Culture!

The Director of People and Culture is both a strategic and hands-on role providing full employee life cycle HR support. The role is critical in executing our strategic people initiatives, providing professional internal customer advisory support and driving HR functional excellence and continuous improvement.

As a member of the leadership team, drive programs and processes that promote a safe, respectful, and productive culture .

The essential job functions of this position include, but are not limited to, the following:

- Work with the leadership team to shape and improve organization culture by ensuring strong connections are built between leaders and team members
- Support the key strategic initiatives as well execute the tactical HR tasks
- Establish policies that seek to increase retention rates and foster employee engagement
- responsible for full employee life cycle management from employer branding/recruitment to offboarding/termination, including people & organizational development, learning & further education, payroll & administration and internal communication
- Ensure company and employee compliance in all HR processes according to Federal, State, and local laws
- Support various company audit, address internal audit issues as needed

Core Competencies:

- Strong communication, interpersonal and customer driven skills

- Strong coach and counselor
- Effective networker and develops important relationships throughout the overall company
- Clear understanding and correlation between the business strategy and HR practices, services and initiatives
- Excellent organization and time management skills with ability to manage multiple projects simultaneously
- Significant knowledge of HR policies, guidelines, and practices

Role Requirements:

- A minimum 5 years' experience in as a HR Manager, preferably in a manufacturing environment
- Bachelor's degree or equivalent experience preferred
- HR certification required
 - Desirable certification: SHRM Certification
- Experience in handling employee relations issues and dealing with labor law
- Proficiency in Microsoft Office, Payroll systems, ideally including: SAP, Success Factors

Other

- 8 hour shift pattern
- Work in/around high speed equipment daily
- Standing, lifting, bending, reaching on a consistent basis
- Responsible for Food Safety within scope of work, including adherence to site Hygiene Code of Practice and SQF/FDA regulatory requirements, and reporting of food safety concerns/improvement suggestions.
- Requires hand washing multiple times throughout a shift, including exposure to cleaning agents that may be harsh to the skin. (PPE Provided)

How to Apply:

Our Website: <https://recruiting.paylocity.com/recruiting/jobs/All/493aa408-db9d-4bf9-a601-dd9e44607390/Greiner-Packaging>