

Our Opportunity:

Chewy is currently sourcing for a Human Resources Business Partner at our Archbald, PA fulfillment center. An HR Business Partner is responsible for supervising and handling the Fulfillment Center Human Resources department. If you are looking for a position in which no two days are the same, team members are a valued asset, and you look at employee engagement as a high priority – this position is for you. Chewy is a thriving organization, and we need an HR Leader to join the team.

Shift: Monday- Friday 3PM - 12AM

What you'll do:

- Lead team responsible for performance management, employee engagement and talent development.
- Work with line managers and employees to address all types of employee relations issues ensuring a balance in representing all parties' interests
- Provide management mentorship to build leadership capabilities to address and resolve employee issues.
- Assists with training as needed by training team; owns orientation and onboarding.
- Review and analyze data to identify trends and recommend solutions to improve performance, retention, and employee experience.
- Facilitate compensation programs. Implement compensation plans supported by the research of local market data for positions, evaluate job levels to ensure compensation programs remain driven. Coordinate workers compensation program: investigate all injuries, first aid and near misses, and work with plant management to reduce all three.
- Develop/update job descriptions, rules, procedures and policies.
- Participate in facility safety and meetings, including, but not limited to, safety committee meetings and accident investigations.

What you'll need:

- Bachelors degree in Business Administration, Human Resources, or related study preferred (experience in a similar warehouse environment or a combination of education-training and experience will be considered)
- 5+ years in an HR partnership role ideally within a fulfillment or distribution center or lively work environment with demonstrable track record of success
- 2+ years' experience leading a HR Team
- Proven track record of strategic partnerships which improve the HR experience
- Excellent written, verbal, public presentation /communication skills and strong interpersonal social skills required
- Strong discernment, including problem-solving skills, critical thinking, and self-initiative

- Ability to influence and partner with different levels of the organization to achieve results
- Able to work efficiently with a variety of personnel
- Strong employee relations background
- Position may require travel

Apply at [FC HR Business Partner job in Jessup, Pennsylvania, United States | Other jobs at Chewy Inc](#)