

Human Resources Manager (Corporate/Digital)

location POTTSVILLE DC , Pennsylvania , United States

category Human Resources

Job Opened October 15th, 2018

Education Bachelor's Degree

Job Number 18000CUW

Job Type Full Time

job description

Who We Are:

HBC is a diversified global retailer, focused on driving the performance of high quality stores and their all-channel offerings, growing through acquisitions, and unlocking the value of real estate holdings.

Founded in 1670, HBC is the oldest company in North America. Our portfolio today includes formats ranging from luxury to premium department stores to off price fashion shopping destinations, with more than 480 stores and over 66,000 employees around the world.

Our leading banners across North America and Europe include Hudson's Bay, Lord & Taylor, Saks Fifth Avenue, Saks OFF 5TH, Galeria Kaufhof, the largest department store group in Germany, and Belgium's only department store group Galeria INNO.

We have significant investments in real estate joint ventures. HBC has partnered with Simon Property Group Inc. in the HBC Global Properties Joint Venture, which owns properties in the United States and Germany. In Canada, HBC has partnered with RioCan Real Estate Investment Trust in the RioCan-HBC Joint Venture.

A truly global corporate citizen, HBC is committed to responsible business practices to bring about positive change, and we work hard to shape a sustainable future for people and the planet. Our philanthropic initiatives help create healthy families, strong communities, and sport excellence in the cities and countries in which we operate around the world, while striving to create innovative programs and resources that provide flexibility for work-life balance in order to maintain a positive working environment

What This Position Is All About:

The **Human Resources Manager** will support the HBC Technology team. In this role, the Manager will be responsible for serving all of the team's human resources needs: organization design, learning and development, employee relations, talent management, change management and compensation. The successful candidate will also serve as a forward-thinking leader, responsible for identifying, developing and implementing key human resources initiatives that will substantially enhance the success of our business.

The Manager, Human Resources will demonstrate sound moral character and judgment: decisions come from a fact-based and informed position. S/he will possess outstanding skills of influence and diplomacy and shall be challenging, provocative, courageous and inspiring. Key to success in this role is an eye for innovation and an adaptable and nimble approach.

Who You Are:

- Flexible and adaptable to changing business requirements.
- Creative problem-solving abilities.
- Effective in dealing with ambiguity.
- Unwavering commitment to service and quality
- You are a respected and proven thought leader with a quantifiable track record of success in delivering results within a large complex organization.

You Also Have:

- Bachelor's degree and 5 to 7 years of Human Resources experience in technology environment.
- Previous HR Generalist experience (employee relations, compensation, training and development, coaching/counseling, change management, recruiting etc.).
- Demonstrated business acumen: intellectually curious about organizational systems and structures, cutting edge business strategies, and informed about emerging industry trends.
- Verifiable track record of success partnering with senior leaders, serving as a credible and trusted resource.
- Demonstrated strategic thinking: able to envision, distill, communicate, develop and implement short and long-term human resource/change management initiatives.
- Outstanding interpersonal skills; demonstrated influence and diplomacy at all levels.
- Self-directed with a passion for delivering results.
- Technologically astute with strong computer proficiency: Word, Excel, Power Point web browsers and tools.
- Strong project management skills with the ability to prioritize in a fast-paced environment.

As the Human Resources Manager, You Will:

- Actively pursue knowledge of technology/retail business practices, policies, organization structure, roles and responsibilities to better understand the business.
- Guide management through organizational development and change management initiatives including organization design, evolution, development, restructuring, etc.
- Be available and responsive; provide customer service in a timely and efficient manner.
- Identify strategic initiatives and partner on the design and execution of solutions.
- Build relationships with staff at all levels; assure that new recruits integrate effectively into the organization.
- Ensure top-level strategy is integrated into line-level actions through innovative learning and development opportunities.

- Diagnose opportunities for learning and development programs; develop and facilitate organization-specific training sessions; assess training effectiveness through evaluations.
- Partner with management to resolve employee relation issues; provide coaching and counseling to management and staff; collaborate with legal counsel on issues as appropriate.
- Support the talent review process to ensure consistent and fair decisions are made in regards to compensation; provide training and counseling on the overall talent process.
- Provide coaching to all areas of the organization regarding compensation strategy, levels and market data.
- Recruit for critical positions and manage overall headcount and staffing plans.

How Often You May Travel:

- 10% within North America

Your Life and Career at HBC:

- Be part of a world-class team; work with an adventurous spirit; think and act like an owner-operator
- Exposure to rewarding career advancement opportunities, from retail to supply chain, to digital or corporate
- A culture that promotes a healthy, fulfilling work/life balance
- Benefits package for all eligible full-time employees (including medical, vision and dental)
- An amazing employee discount

Thank you for your interest with HBC. We look forward to reviewing your application.

HBC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, HBC complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

HBC welcomes all applicants for this position. Should you be individually selected to participate in an assessment or selection process, accommodations are available upon request in relation to the materials or processes to be used.