

We're hiring!

Position: Human Resources Business Partner Location: Lakewood Ranch, Florida

RND Automation, a rapidly expanding robotic automation, assembly & packaging equipment company is seeking a **Human Resources Business Partner** for Florida's largest industrial automatic, robotics, and packaging machinery manufacturer in **Lakewood Ranch, Florida**.

JOB DESCRIPTION

The HR Business Partner is responsible for applying business knowledge and human resources expertise by providing a wide range of HR support and advice. This includes, but not limited to, guidance on terminations, performance management, employee relations and HR best practices while facilitating a positive relationship between employees and management. The HRBP will use data and dashboards to make people decisions, in partnership with local business-unit management.

DUTIES AND RESPONSIBILITIES

- Provide expert advice to employees and managers on a range of issues, including but not limited to benefits, payroll, and general policies and procedures.
- Key contributor in the strategy implementation and operations of a broad range of HR services
- Manages various department projects, initiatives, and programs
- Manages implementation of updated processes and makes recommendations on how to improve
- Keeps up to date with employment, state, federal and local regulations and communicates impacts to HR leadership.
- Keeping the HRIS system up to date with employee change information
- Reporting on headcount, KPI's and financial information
- Develops local communications for client group
- Coordinates new hires and leaver logistics
- Manages local employee town hall process
- Drives talent development programs and tracking of development plans
- Partners with the HR Centers of Excellence (Talent Acquisition, Payroll/Benefits, etc.) to drive improvement and close communication gaps at local business unit.

QUALIFICATIONS

Requires a Bachelor's degree in Business, Psychology, or related field and a minimum of 3-5 years of experience working in a Human Resources department with HRBP experience preferred.

- Strong analytical skills
- Strong Microsoft office skills, including Excel, PowerPoint, and Word.
- Strong communication skills with the ability to communicate across all levels of the organization
- Strong written communication skills to develop announcements and internal communications
- The ability to problem-solve and always look for ways to improve the role and department
- Ability to travel 5% of the time

ADDITIONAL INFORMATION

- Please apply to Marna Perkins at mperkins@rndautomation.com
- Principals ONLY - No Recruiters Please

RND Automation Supports Equal Opportunity Employment & Diversity