



Director, People (HR) Operations, HRBP

Overview:

Reporting to the Chief People Officer (CPO), this role will directly manage the HRBP team, while developing reporting and analytics, standardization of processes and procedures for the HR organization. In addition, this role is responsible for aligning people strategies with the business objectives of Diamond C Trailers and will execute key HR processes including talent development, performance management, organizational design, employee engagement, and compensation with support from COEs. This role provides strategic leadership on human resources-related issues to ensure a high-performance culture and effective management of human capital.

This position is located in Mt. Pleasant, TX.

Responsibilities:

- Establish and execute people strategies to enable business growth and results.
- Partner with Diamond C leadership as well as other HR partners to prioritize and execute key initiatives in support of strategic plan.
- Collaborate with the CPO on organizational People (HR) strategies including development of initiatives, goals, and other key performance indicators.
- Partner with business leaders to identify organizational gaps, and drive to build organizational capability and succession plans.
- Partner with Talent Acquisition on employment initiatives including recruitment strategy, postings/advertisements, interviews and selection.
- Partner with business leaders to manage the annual merit planning process, and drive utilization of rewards and recognition programs.
- Ensure all pay practices are equitable and reward superior employee performance in partnership with Compensation COE.
- Serve as a key member of the site's leadership team – appropriately challenge, coach, and facilitate effective development of the team.
- Provide ongoing performance development guidance and coaching to site leadership and line management regarding talent acquisition, performance management, development/training and deployment.
- Employ coaching, consulting, and facilitation skills to influence behavior and business decisions consistent with Diamond C Trailers values and leadership fundamentals.
- Work closely with leaders and employees to improve teamwork/communication and increase productivity, engagement, and retention.
- Complete analysis and action plans necessary to achieve all HR metrics.

- Develop employee relations investigation approach and manage and resolve employee issues; conduct effective, thorough, and objective investigations for resolution of employee issues. Ensure compliance with all federal, state and local laws along with company policy.
- Other duties as assigned.

Qualifications:

- Bachelor's Degree in Human Resources, Business Administration, or related field
- 7+ years' experience in a Human Resources Generalist function
- 5+ years' experience in a leadership role
- Strong ability to influence and coach leaders, including Director-level functional leaders
- Excellent communications skills (speaking, writing, & listening) with the ability to effectively present information and respond to questions from regulatory agencies, public groups, employees, and company leaders
- Knowledge of the principles, laws, and regulations related to the management of human resources (city, state, & federal employment laws).
- Experience in conflict management and conflict resolution for managers/leaders.
- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Experience in team management and coaching/developing employee performance.
- Proven ability to influence decision making.
- Ability to make tough decisions and deliver difficult messages with professionalism and poise.
- Highest level of integrity and ability to maintain confidentiality
- Experience in managing a departmental budget.
- Experience in leading change management.
- Independent thought, good judgment, analytical and problem-solving skills, and ability to prioritize multiple projects
- Demonstrated ability to collaborate well with others.
- Proficient computer skills and in-depth knowledge of relevant software such as MS Office Suite, Google Docs/Sheets.
- Bilingual Preferred but not required.

How to Stand Out:

- Experience building processes, programs and standardization.
- Experience influencing and coaching others and developing teams.
- 8-10 years' experience in a HR leadership role
- Experience building out new processes, procedures and building a new team.
- Ability to establish and maintain trust and work with minimal supervision.

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We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.