



Operations Human Resources Manager

ResCare has an exciting and rewarding position for an Operations Human Resources Manager (OHRM). This position (2 available) will report to the Regional Human Resources Director and provide support to all branches in the Pacific Northwest Region as assigned. The OHRM coordinates the implementation of people-related services for multiple assigned service sites. This position performs professional work advising team leaders and team members on the application of employment, benefits, and worker's compensation laws, regulations and ResCare's policies and procedures in the context of hiring, discipline, employment termination, training, compensation, benefits, leave, equal opportunity, and other human resources issues.

Core Responsibilities:

- Assists with Recruiting and Workforce Planning initiatives to ensure a robust talent pipeline for assigned lines of business.
- Manages union grievances and serves as an active member of the labor management committee (where applicable)
- Focuses on employee on-boarding and retention efforts.
- Ensures the application of and compliance with federal, state and local employment law for the assigned service sites
- Identifies and implements employee and organizational development programs
- Develops and maintains HR analytics via the HRIS and related systems to provide insight on trends within the region
- Ensures accurate records are maintained at the assigned service sites
- Compiles and analyzes complex information, and research and develops solutions to complex people issues
- Advise on employment statutes, rules, regulations and policies affecting all team members
- Serves as a consultant for team leaders in handling employee issues providing leadership in effective conflict resolution and teambuilding

- Develops core relationships with field leaders and staff in assigned locations

Education/Experience:

- Minimum of 3-5 years experience in HR related activities
- Demonstrated knowledge in the areas of HR leadership and compliance with federal, state and local employment law, employee benefits, and fair labor standards, employee and labor relations
- Advanced computer skills with proficiency in MS Word, Excel, PowerPoint, HRIS and related systems
- Bachelor's degree in Human Resources or related field of study preferred.
- PHR or SPHR certification preferred
- Frequent travel required- up to 50%. Must have the ability to travel to assigned locations as needed

Locations: Seattle/Tacoma and Eastern WA (TBD)

ResCare HomeCare is an equal opportunity employer with a highly culturally diverse workforce M/F/D/V.

To apply please visit our website at www.rescare.com and select Careers.

Please note this position requires an application to Operations HR Manager.

Company Description:

Founded in 1974 and headquartered in Louisville, Kentucky, ResCare is a one-of-a-kind Human Services company. We are dedicated to our mission of helping people from every walk of life reach their highest level of independence. Our nearly 50,000 employees are focused on this mission every day. We are people helping people.

Today, ResCare is the country's largest provider of services to people with intellectual and developmental disabilities, the largest privately-held home care provider to seniors and the Nation's largest provider of Workforce Service programs. Our revenues are in excess of \$1.5 billion and growing. ResCare employees work in thousands of locations across the United States, in Canada and Puerto Rico serving the diverse needs of nearly 60,000 people every single day and millions of people every year.

We have a strong mission and a commitment to our employees. People who join the ResCare family stay with us. On average, ResCare's leadership members have been with the company more than a decade. Several have risen through the ranks, joining us as direct caregivers and advancing to senior level positions.

Join us, make a difference and grow.