**Company Information:**

Welcome to the world of Ali Group, one of the largest and most diversified global leaders in the food service equipment industry. Founded in 1963 by Luciano Berti, Ali Group today employs more than 10,000 people in 30 countries and operates 59 manufacturing facilities worldwide.

Belshaw Adamatic Bakery Group has served the baking industry since 1923 and is one of the leading bakery equipment companies in the USA. Belshaw Adamatic provides equipment for retail and wholesale bakeries, QSR's, Supermarkets, Concession operators, and many more in North America and worldwide.

**Summary:**

The HR Manager is responsible for leading and driving all aspects of the human resources function at the company, including talent acquisition, employee development, employee/labor relations, performance management, employee engagement, benefits and leave administration, and payroll. This role works directly with all employees and leaders to drive human resources initiatives to support the needs of the business and employees. **This role requires on-site work.**

* Oversee all human resource policies, procedures and initiatives in compliance with all laws and regulations.
* Help develop a work environment and culture that reflects the value we have for our greatest asset, our employees.
* Responsible for the selection/hiring/orientation/onboarding process.
* Provide guidance and recommendations to management or employees on all aspects of confidential employee-related issues including progressive discipline, conducts investigations, manage ADA/FMLA related issues.
* Support managers on fair and consistent application of all policies and procedures regarding employee employment, performance, development, evaluation and discipline.
* Responsible for delivering company communications strategy and related activities that drive engagement activities, throughout the organization.
* Assist managers with proactive development of the next generation talent pool.
* Develop and monitor Human Resource metrics to align with business goals.
* Active member of safety committee team.
* Support payroll on all aspect of human resource matters as assigned.
* Other duties as assigned.

**Requirements:**

* 7 or more years of HR experience, with at least 3 years as an HR Business Partner resolving complex employee relations issues
* HR experience in a manufacturing environment
* Excellent verbal and written communication skills
* Proven ability to prioritize, execute strategic plans and meet deadlines
* Demonstrated experience in successfully working with all levels of operations and leadership teams
* Strong leadership qualities including critical thinking and influencing all levels of the organization
* Practical knowledge of all functional disciplines of HR Management (Employee Relations, Performance Management, Compensation, Benefits, Talent Acquisition/Retention, Organizational Development, HR laws, etc.)

**Preferred Qualifications:**

* Bachelor's Degree in Human Resources or related field
* PHR or SPHR certification strongly preferred
* Experience working with labor unions

Salary: $74,000.00 - $94,000.00 per year

**Benefits:**

* 401(k)
* 401(k) matching
* Dental insurance
* Flexible spending account
* Health insurance
* Life insurance
* Paid time off
* Retirement plan
* Vision insurance
* Schedule: