



Job Description | Senior Human Resources Partner | Dallas, Texas Salary \$80-\$100K + Excellent Benefits

Our client's U.S. base is in downtown Dallas. Their products provide protection to millions of customers internationally. They are one of the fastest growing companies in the world.

This position reports to the HR Director, as well as other HR Business Partners located in their home office. The person selected for this role will be highly motivated, strategic-minded and driven, focused on delivering business results, managing change and coaching employees to excellence. The candidate selected will have worked with global teams and has an understanding of a fast-paced sales environment.

Responsibilities:

- Partner with leaders and their teams to provide focused support in: coaching and performance management, employee relations, change management, identification of learning and development needs, retention strategies and career development
- Diagnose organizational issues, develop solutions and partner with managers to implement action plans
- Develop and drive the implementation of HR strategies and initiatives that align with the business priorities and goals of assigned client groups
- Partner with managers and departments to support the communication and transition plan on change initiatives impacting the business
- Serve as a coach and consultant to all levels of managers and employees while leading the implementation of ongoing talent, succession and development plans for the organization
- Support, coach and guide managers to ensure application of clear/consistent performance standards
- Work with in house recruiters and hiring managers to establish recruitment strategies that address hiring needs.
- Extreme, in-depth knowledge of HR legal issues to best support the business, ensuring compliance with employment laws
- Provide coaching and mentorship to junior members of the HR team
- Provide immigration support for all renewals, applications within the Engineering community
- Maintain knowledge of progressive HR processes and trends
- Develop and drive people engagement strategies ensuring that employees are respected and valued

Qualifications:

- Five to eight years of HR Business Partner or Sr. Generalist experience ideally in high-tech organizations
- Collaborative, consultative style, with a genuine spirit of partnership and strong ability to establish trust and build relationships across all levels of the organization
- Demonstrated project management skills
- Comfortable operating in an environment of constant change
- Strong communication, interpersonal, relationship building, teamwork and leadership skills
- Experience supporting US employee immigration
- Background or education in employment law, human resources
- Knowledge of government compliance regulations
- Candidate must possess a high level of integrity, including good judgment and confidentiality at all times
- Passion, creativity, and the need to make a significant impact within the company.

Other Requirements:

- You must have excellent tenure; no more than four positions in the last 10-years.
- You must be able to provide verifiable employment and education history
- You must be able to provide a minimum of four professional references
- You must be willing to submit to a criminal background check and a drug-screen.

SEND RESUMES TO TABITHA WOODS AT tabitha@biterandassociates.com

About us:

Biter & Associates, LLC is a professional direct-hire search firm specializing in professional employee recruitment and human resource services. All our fees are paid by our client companies, no fee is ever charged to the candidate.