

# Director Human Resources-Talent Management

Based in Jersey City, New Jersey

Hiring Manager: Nassry G. Zamora, VP and CHRO

## **MAJOR RESPONSIBILITIES:**

1. As a member of the Rand Logistics Inc. Human Resources Team will lead efforts in Talent Management and Training
2. Deliver consistent, professional, HR support to line management, shore side and vessel employees for both USA and Canada
3. Effectively consult and respond to all customer inquiries
4. Oversight and Management of the Rand Training Plan and Talent Management Process
5. Interact effectively with Sr. Managers, Directors and members of the leadership team
6. Act as a liaison between employees, internal and external stakeholders
7. Ensure that difficult/sensitive issues are handled in a timely and appropriate manner
8. Handles all HR matters related to Training, Development and related costs
9. Develops and implements effective Compensation and Benefits strategy and programs
10. Stays abreast of best practices in the area of Human Resources
11. Works effectively with the entire HR Team
12. Responsible for government reporting and compliance
13. Promotes the 1-Rand Culture
14. Supports and lives the 1-Rand Values

## **BUSINESS/TECHNICAL SKILLS AND EXPERIENCE REQUIRED:**

- Bachelor's degree with a minimum of 7-10 years of generalist background and at least 5 years in Talent Management, Training, or OD
- Strong knowledge of training delivery systems
- Hands-on experience in e-learning
- Strong Communication Skills, Facilitation Skills and Stand up training delivery skills
- Computer proficiency in Excel, Word, and PeopleSoft
- Willing to Travel

## **BEHAVIORAL SKILLS:** (Values and Leadership Competencies)

- Strategic Capabilities
- Leadership/Influencing/Coaching
- Team Leader/Team Player
- Business Acumen
- Self Motivator/Bias for Action/Change Agent
- Values Continuous Learning
- Customer Focused
- Values Diversity

**EDUCATION REQUIREMENTS:**

- Bachelor's Degree in Industrial and labor Relations or Human Resources
- Master's Degree a plus

**ADDITIONAL JOB POSTING INFORMATION**

- Human Resources Director
- Full-Time
- Minimum Experience 7-10 years
- Travel 10-20%