

BE AN EMPLOYEE OWNER AT THIS DYNAMIC CONSTRUCTION SUBCONTRACTOR!

OPENING AT OUR MASON, OH LOCATION

Company:

Pioneer Cladding & Glazing is a spirited employee-owned and growing exterior facade company specializing in custom unitized curtain wall. Our innovative approach coupled with cutting edge design technology has won awards as well as respect in our industry. The culture at Pioneer is employee-centric with a focus on engagement, productivity, and accountability. We recruit, hire, train, mentor and retain the **best** qualified individuals for each job. We are only as great as our people and we're proud to say we do have the best **and we're looking for more!**

HR Director Job Summary:

Reports to the President and provides the strategic vision, leadership and management necessary to ensure that Pioneer is positioned as an employer of choice. Develops and implements people strategies that support business growth, improve morale and employee retention, enhance safety and wellness, manage job satisfaction, attract the best candidates and promote the organization's values. Guides the Executive Team in organizational structure, performance optimization, employment law, compliance and employee engagement. Models and promotes a strong collaborative culture across the workplace to strategize, build and maintain a scalable and sustainable organization that emphasizes quality, continuous improvement, safety and results orientation; Manages HR Staff, oversees HR Program Administration and the design, configuration and ongoing support of the HRIS system. Will be required to drive company and/or personal vehicle to conduct company business.

Job Requirements:

Education and Experience:

- Bachelor's degree in Human Resources or related field
- HRCI or SHRM certification preferred
- 7 years relevant work experience required; Construction or Manufacturing Industry preferred
- 2 years supervisory experience
- Experience developing and administering processes to comply with relevant federal, state and local employment laws, reporting requirements and related practices
- Leadership experience and strong business acumen with the ability to consult with, influence and gain commitment from all levels of the organization

Required Skills/Abilities:

- Knowledge and experience applying employment laws, regulations, and best practices
- Experience using HRIS systems, UKG preferred
- Excellent verbal and written communication skills
- Excellent interpersonal skills with good negotiation tactics
- Proactive and independent with the ability to take initiative
- Excellent time management skills with a proven ability to meet deadlines
- Proficient with Microsoft Office Suite or related software

If this sounds like YOU, please submit your resume, cover letter and salary requirements on our website:

<http://www.pioneerglazing.com/careers/> or email us at employment@pioneerglazing.com.

Salary: Commensurate with experience

For information on Pioneer, visit our Web site at www.Pioneerglazing.com

Pioneer is an Equal Employment Opportunity Employer and participates in E-Verify