Downloaded from <https://www.velvetjobs.com/job-descriptions/plant-human-resources-manager>

# Example of Plant Human Resources Manager Job Description

Our company is growing rapidly and is hiring for a plant human resources manager. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for plant human resources manager

* Evaluate current HR practices and make recommendations for best in class solutions for contemporary HR issues
* Drive high level of employee engagement
* Leads labour and employee relations activities that drive productivity and efficiency
* Provide labour relations counsel throughout the plant with responsibility for grievance administration
* Be a positive and proactive company and employee advocate
* Administer employee benefit and compensation programs and other HR company initiatives as required
* Partner with regional health and safety manager to improve safety performance and reduce workers compensation costs
* Establishes and develops programs in all areas of employee relations in order to maintain a climate of trust and confidence that will discourage third party interference, if applicable
* Develops and monitors plant safety rules and regulations in accordance with plant, group, and corporate guidelines, and in compliance with governmental regulations and laws in occupational safety and health
* Administers the collective bargaining agreement and address union related issues , grievance resolution, arbitration (if applicable)

## Qualifications for plant human resources manager

* Bachelor’s degree and at least 6 years of human resources experience
* At least two years developing and executing HR strategies
* Minimum of 2 years managing others
* 5 years HR experience working in a manufacturing environment
* Strong knowledge of CA employment laws
* Experience with agriculture related processing/production