



Example of Director Employee Relations Job Description

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Our innovative and growing company is hiring for a director employee relations. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for director employee relations

- Collaborates with the Legal and Risk Management Departments to ensure compliance with all federal and state employment laws, reducing legal and safety risks and ensuring regulatory compliance
- At the request of the Compliance Officer, assists with / or conducts investigations into complaints of potential violations of the Company's Standards of Business Conduct—such as conflict of interest, unethical business practices, improprieties
- Develops sustainable relationships with senior management in order to facilitate effective dialogue to address and resolve issues and proactively implements effective workplace practices
- In problem situations of broader scope, analyzes the underlying forces and practices that cause problems and recommends corrective measures to eliminate the root cause
- Builds field leadership capability to manage performance issues through coaching and training
- Meets with other HR Business Partners on a regular basis to compare challenges, share innovative practices, and ensure consistent delivery of services
- Directs Dept
- Create and deliver directly (or in partnership with HR or ER colleagues) educational ER products

the APAC region

- Leads HR project management activities and driving results oriented performance improvement initiatives using project methodologies, metrics and governance processes

Qualifications for director employee relations

- Oversee OIG Screening Process including management of external vendors, analyzing reports and screening data and escalations
- Partners with other regional ER Leads, Legal and Compliance to ensure a global discipline framework which supports local compliance & regulations
- Works closely with Legal and Compliance to ensure a consistent and efficient approach to conducting investigations and documenting the findings and outcomes of investigations
- Recommend policy and practice changes based on internal trends and competitive benchmarking
- Builds strong partnerships with Business Leaders, HRBPs, Legal, Health & Safety, Security, working relationships with external attorneys, and other partners in support of ER function and activities
- Manage and review contractual agreements, relationships, and services provided by outplacement vendor(s) and other vendors supporting function