



Example of Director, HR Business Partner Job Description

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Our innovative and growing company is searching for experienced candidates for the position of director, HR business partner. To join our growing team, please review the list of responsibilities and qualifications.

Responsibilities for director, HR business partner

- Provide employee relations expertise to client groups ensuring compliance to company practices
- Advise and facilitate around people management, career development and training
- Partner with internal resources to execute corporate wide HR initiatives and client specific programs
- Drive organizational structure, content of jobs, and establishment of performance standards within the client group
- Ensure comprehensive development and succession plans are in place for key positions
- Facilitate organization and leadership development efforts to address root causes of human resources issues
- Provides strategic HR consulting and problem resolution to the head of the NCC and leadership team
- Ensures all relevant and required processes and procedures are followed
- Manages complex initiatives/projects and/or team, delivering focused service such as the Target Operating Model, work related to building out the Center of Excellence org within the NCC, completing the NCC New Hire Redesign Training, Building out a NCC Campus Program, reestablishing a Series 7 licensing program
- Individual will support the ICS and BMO teams located primarily in Charlotte, N.C., Denver, Colorado, and Lewisville, TX

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- Successful demonstration of skills as an HR strategic advisor, trusted partner, and change agent
 - Professional designations, , CCP, SPHR, , preferred
 - Consultation and recommendations to business leaders based on analytical interpretation of business needs and workforce data while delivering impactful and practical business solutions
 - Support in the planning, development, socialization and implementation of routine and ad-hoc talent programs and initiatives for corporate services
 - Partnership with senior and executive business leaders and their leadership team members to design, develop or improve organization, team and leadership effectiveness
 - Demonstrated ability to develop consistent practices, efficient operations, and streamlined HR processes across a multi-site and matrix organization, preferably in a global company