

KIK CUSTOM PRODUCTS
KIK INDIANA
HUMAN RESOURCES MANAGER

KIK INDIANA- located in Elkhart, IN procures, blends, fills and packages a wide variety of aerosol and liquid personal care products.

We are searching for a high performance and talented hands-on **Human Resources Manager** with strength in employee relations in world class manufacturing environment. As a key member of the plant leadership team, the ideal candidate will have at least 10 strong years of progressive experience as a Human Resources Manager in a fast-paced, growing, and large (~1,000 employees) union and non-union production environment.

Primary responsibilities in this role will be to provide a full range of proactive human resources services to attract and retain exceptional employees and to support organizational values and objectives. These services include: labor relations (contract negotiations skills preferred), recruitment, salary administration, training and development, performance management, employee relations, legislation adherence, benefit administration, policy development and adherence, employee record management, and absenteeism management. Additional responsibilities will include: proactively managing the daily performance of the HR staff; and providing confidential guidance and counsel to managers and employees by responding to their questions and concerns. All responsibilities are performed in strong collaboration with site leaders, corporate HR, and other HR managers/staff in the network.

Requirements:

- ◆ Minimum 10 years experience as a Human Resources Manager in a large (~1,000 employees) union and non-union production environment)
- ◆ Bachelor's degree with a focus in human resources or related discipline
- ◆ Experience managing HR in a union environment
- ◆ SPHR preferred
- ◆ MBA or graduate degree preferred
- ◆ Teamwork and collaborative working style
- ◆ Ability to network to get the job done and work on cross-site HR improvement projects
- ◆ Strong communicator and influencer
- ◆ MS Office Products skills
- ◆ Clear capability to grow at least one more level in the organization.
- ◆ Local Candidates preferred