Human Resources Generalist/ People Development (PD) Pillar Lead

Mt Elliott Tool & Die
Detroit, MI
48234, US

Job Type: Full Time
Date Posted: December 9, 2017
Job ID: 1030418

Job Overview

Qualifications

Basic Qualifications:
• Bachelor’s Degree in Human Resources, Education and Training or Teaching
• Minimum 5 years of HR Generalist experience
• Must be able to coach, instruct and/or teach
• Highly proficient in Microsoft Office with PowerPoint proficiency

Preferred Qualifications:
• Advanced degree with concentrations in Human Resources, Industrial Relations or Education
• Manufacturing experience
• Labor relations and employment experience
• Possess exceptional oral and written communications skills
• Strong problem solving and conflict resolution skills
• Ability to lead projects
• Experience working with projects from inception to completion
• Ability to multi-task and meet deadlines
• Knowledge of human resources information systems
• Knowledge of world class logistics methodologies
• Able to interact with all levels of management and union officials to accomplish goals
• Knowledge of adult learning systems and processes
• Specific experience in applying training to improve performance in safety, quality, and productivity

FCA is proud to extend to its employees a compensation and benefits package that is designed to retain their talent and to motivate and reward job performance. Our present compensation program provides for competitive, market based salaries, and annual vacation and holiday time off. We make available a comprehensive health care benefits plan which, depending upon the employee’s role, includes medical, dental, vision and prescription drug coverage. We also offer a disability absence plan, group and optional life insurance program, savings plan, tuition assistance, and vehicle purchase and lease discounts for certain employees, and for their family and friends.
Note: Some of the benefits listed above may not apply to summer vacation replacement and temporary employees.

**Job Overview**

**Qualifications**

The Human Resources Generalist is responsible for hourly and salary employment administration, onboarding and orientation of the workforce, workforce analysis, training and development, attendance control, administration and discipline assessment, EEOC and other workplace investigations in a manufacturing plant setting. Responsibilities include some administration of the national and local collective bargaining agreements, grievance handling and talent management. This position is heavily involved in World Class Manufacturing activities and will be the WCM People Development (PD) Lead. The People Development (PD) Lead is responsible for building operational competence in the manufacturing organization, including operations, maintenance, quality and logistics pillars. This role will direct the activities of salaried and hourly employees on the People Development team. The role requires knowledge of training and development methods and experience with application of lean manufacturing tools. The PD Specialist is primarily responsible for structuring and implementing development activities for the salaried workforce, leading efforts to identify and eliminate losses due to lack of knowledge and skill, and driving involvement of the shop floor in attacking financial losses through learning and applying the World Class Manufacturing system. This will include participation in loss identification, analyzing knowledge gaps, and organizing effective and efficient training to close those gaps.

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