



Title: HR Business Partner – North America
Location: Lansing, Michigan, United States
Function: Human Resources
Details: Full-Time, Salaried

EDL owns and operates a global portfolio of power stations in Australia, North America and Europe. Our vision is to be the leading global producer of sustainable distributed energy. At EDL, we are playing a key role in the world's transition from traditional energy sources to decarbonised solutions.

Reporting to the HR Director, the HR Business Partner will be responsible for providing HR expertise for the development, implementation and ongoing management of human resources based on sound people management strategies, systems and processes to enable EDL to achieve its objectives, business performance and positive cultural development.

Key Responsibilities

Generalist Services

- Provide active support guidance and advice that meets the expressed and unexpressed needs of the business unit in relation to:
 - HR policy and process
 - Role and team design and evaluation
 - Workforce planning
 - Attraction, Recruitment and Selection
 - Induction
 - Training, Development and Career Progression
 - Performance Management
 - Reward and Recognition
 - Engagement and Retention
 - Termination
- Develop HR systems that meet the needs of the business.
- Provide analysis of HR performance to meet the needs of the business.
- Produce and implement recommendations to meet business needs in relation to people management.
- Lead the talent management of employees with managers and assist in developing Learning and Development Plans.
- Manage the recruitment and selection process to ensure the right candidates are being placed.
- Maintain HRIS systems (Kronos and ConnX).
- Lead the onboarding process.
- Manage the ongoing development and improvement of an employee retention and recognition program.
- Provide specialist advice and information regarding employee retention and recognition to all business units.
- Manage the communication and implementation of strategic retention and recognition initiatives across all business units.

Coaching and Training

- Provide direct coaching to managers and supervisors regarding leadership and management of teams and individuals.

- Deliver training programs to employees and managers in the areas of recruitment, performance management, HR policies/procedures and any other HRM related function.

Building Relationships

- Influence business leaders on company and HR initiatives and processes to ensure they are carrying out their responsibilities.
- Liaise with line management and teams on a regular basis to ensure sound understanding of business issues and relevant solutions are defined and implemented.
- Liaise with line management and provide counsel and support to relevant stakeholders in relation to general HR matters.
- Establish relevant and positive network of key suppliers.

Research and Development

- Work with global HR Business Partners in sharing learnings and implementing improvement in HR systems and processes for the business.
- Undertake continual research and development in the areas of HR and employee attraction, retention, and development to ensure relevance at both a local and global level.
- Continue to remain abreast of current HR trends to support the relevant needs of the business.

Employee and Labor Relations

- Understand EDL's Bargaining Agreements and provide advice and guidance to managers and supervisors to ensure proper work practices are being carried out.
- Assist in the review and negotiation of employee relations issues with employees, management, and unions.
- Lead workplace investigations, up to writing an investigation report.
- Draft/prepare disciplinary and termination correspondence.

Qualifications and Experience

- Bachelor's degree in Human Resource Management or other business-related discipline. Experience in the development, delivery, and implementation of a range of human resource initiatives.
- PHR/SPHR/SHRM-CP/SHRM-SCP certification strongly preferred.
- Strong customer service orientation.
- Experience with HR systems.
- Consultative approach to work.
- Understanding of business operations.
- Good project management skills.

EDL is committed to creating a diverse and inclusive environment and is proud to be an equal opportunity employer.

To apply, please send your current resume and cover letter to employment@edlenergy.com, referencing the title of this role.

Applications close Friday, 24 September 2021 or until filled.

Applications will be reviewed as they come in and applications will remain open until the position has been filled.