

# Human Resources Manager, Lebanon, IN

Be part of something BIG here at Gorton's. With the iconic yellow slicker and a catchy jingle, Gorton's is now reaching more households than ever. As the #1 brand within Frozen Prepared Seafood, we have long been committed to a passion for the consumer and driving growth through innovation. We are looking for equally passionate people to help us fulfill our mission of spreading the goodness of the sea to everyone!

## **Position Summary:**

The Gorton's Human Resource area has an opportunity for an individual who recognizes that highly engaged employees are an organization's key to long term success and wants to contribute to business results with a career in Human Resources. The initial assignment will include responsibility for providing Human Resources generalist support to our Lebanon, Indiana production facility and coordination of HR specific activities.

## **What you'll do:**

- Provide Human Resource support including new employee recruitment, employee onboarding and separation, employee development, organizational development, and employee relations for the manufacturing facility.
- Manage companywide safety and health related training programs to ensure employee safety, minimize workers compensation liability, and comply with corporate and OSHA requirements.
- Assist in the management of labor relations including conflict resolution, discipline, and other employee relations issues.
- Assist the Associate Manager - Benefits with the development and management of employee health and wellness promotion programs in a manner that provides added value to employees and contributes to cost improvements to Gorton's.
- Contribute to employee recognition and teamwork development by management of employee service recognition program and other employee activities and programs.
- As member of company's HR team, actively contribute to companywide Human Resource initiatives.
- Contribute to advancing the efforts of the broader Human Resources activity.

## **What you'll need:**

- Minimum Bachelor's level business education
- 4 to 7 years of Business Management or Human Resources related work experience, manufacturing experience preferred.
- Solid foundation of Human Resource functional knowledge including knowledge of employment law
- Demonstrated success in building trust and strong relationships with others.
- Strong critical thinking and problem-solving skills: ability to involve the right stakeholders; asks the right questions; understands the interrelationships of variables.
- Solid business knowledge and good judgment
- Entrepreneurial drive and resilience, a strategic leader and doer
- Demonstrated integrity, sincerity, and transparency.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States.

**Gorton's is an Equal Opportunity Employer**