

Job Title: Human Resources Manager

Requisition ID **89001** - Posted - **Human Resources - Human Resources - United States - Ames, IA**

Barilla is an Italian family-owned food company. Established in 1877, it's now an international Group present in more than 100 countries.

A world leader in the markets of pasta and ready-to-use sauces in continental Europe, bakery products in Italy and crispbread in Scandinavia, the Barilla Group is recognized worldwide as a symbol of Italian know-how.

“Good for You, Good for the Planet” is Barilla’s purpose and only way each person in the Group works and of which is ambassador. It means caring for the wellbeing of people and the planet in everything Barilla does, from the field to consumption; it also means promoting open and transparent working relationships in the communities Barilla is part of.

Job Purpose: The Plant Human Resources Manager is primarily responsible for supporting plant personnel in the areas of recruitment/selection, training, performance evaluation/personal development, safety, employee relations, diversity and inclusion, compensation, and benefits. The position is responsible for the continuous improvement/refinement of all associated programming in accordance with the group Human Resources policies and local and state regulations.

Key Accountabilities:

- Lead recruiting, selection, and retention strategies.
- Communicate the local Total Rewards programs: Pay for Skills Program, health, dental, life, and vision.
- Assess staff and Management training requirements and create programs to meet career development needs.
- Direct the implementation of HR policies, programs, and procedures.
- Prepare and manage the labor budget including analyzing results and developing recommendations for improvement.
- Monitors workers' compensation claims and coordinates work between employee and insurance carrier in collaboration with Health, Safety, Environmental Professional (HSE).
- Facilitate and lead the communication process among all levels of the organization.
- Responsible for compliance with federal and state legislation pertaining to all personnel matters
- Assess job descriptions and benchmark pay of positions; review the classification of positions and rewrite as needed
- Manage conflict resolution, team building, and employee skill evaluations.
- Provide Leadership and Direction for Plant ERGs and D&I improvements in collaboration with Plant Director and in alignment with global targets.
- Responds to employee relation issues such as employee complaints, harassment allegations, and civil rights complaints
- Monitors performance management and develops training plans
- Be the Barilla reference point for the company that provides security to the plant.
- Accountable for responsibilities of the local crisis coordinator as defined by the crisis manual.
- Monitor proper documentation of OSHA recordables and annual required OSHA training.
- Oversee Facilities Management and support the environmental policy and the continuous improvement of the pollution prevention / sustainable processes at the plant.
- Working knowledge of all FSSC22000, Food Safety, GFCO, AOECs, GMP, and any other certificates that are required to ensure the protection to the brand and consumer.

Requirements:

- Bachelor’s degree in Industrial Relations, Human Resources, or related field.
- Minimum of eight years’ Management experience in the human resources function is required (unless internal), preferably with specific experience in Human Resources Management within a production facility.
- Previous experience in a multi-national environment is a plus.
- HR Certification a plus
- Knowledge of federal and state employment laws required.
- 7 yrs experience with online talent attraction and employer branding
- 7 yrs experience managing vendors
- Experience partnering with management and staff in a team-based environment while handling confidential information with judgment and discretion

Physical/Mental/Organizational Capabilities:

- Strong verbal and written communication skills
- Experience in planning, prioritizing, and executing multiple tasks
- Work independently and in cooperation s with others on multiple activities, with flexibility to manage competing demands and changing priorities
- Computer experience with MS Office including Outlook, SAP preferred

Barilla is an equal opportunity employer. It is the policy of Barilla to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants without regard to race, color, religion, gender,

national origin, age, disability, genetic information, veteran status or any other classification protected by federal, state and local laws and ordinances, nationally and internationally. Other classifications include, but are not limited to, family status, health status, multicultural differences, political ideas and sexual orientation.