

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 classification of positions and rewrite as needed
- Manage conflict resolution, team building and employee skill evaluations.
- Provide Leadership and Direction for Plant ERG's 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 complaint
- Monitors performance management and develops training plans
- Be the Barilla reference point for the company that provide 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 protection to the brand and consumer.

Additional Information:

- Bachelor's degree in Industrial Relations, Human Resources or related field.
- Minimum of eight years' Management experience in the human resources function is required, preferably with specific experience in Human Resources Management within a production facility and with progressive responsibility.
- Previous experience in a multi-national environment is a plus.
- HR certification is a plus.
- Knowledge of federal and state employment laws required.
- 7 yrs experience with online talent attraction and employer branding
- 5-7 yrs experience managing vendors
- Experience partnering with management and staff in a team based environment while handling confidential information with judgement 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

Veterans and diverse candidates encouraged to apply.

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 characteristics including, but not limited to, age, race, color, culture, ethnicity, nationality, faith, religion, gender, pregnancy, family status, sexual orientation, gender identity and/or expression, genetic information, veteran or protected veteran status, political opinions, health or disability.