



Senior Human Resources Consultant

To apply: <https://goo.gl/QyYVYN>

Telligen is one of the most respected population health management organizations in the United States. We enjoy a friendly work environment where we are dedicated to mutual trust, respect, and continuous innovation. Our commitment to make a positive difference in the lives of people, in the complex world of healthcare, makes us the first choice for our clients.

We are 100% employee-owned, our employee-owners drive our business and solutions all while sharing in our success. Telligen attracts a highly qualified, diverse workforce whom display deep dedication, unwavering integrity and the willingness to support the communities we serve. Tenacity, and the steadfast pursuit of our vision, to be one of the most sought-after teams to transform the health of populations by delivering on our values of Ownership, Community, Ingenuity & Integrity, set us apart in the healthcare marketplace.

Do you have passion and excitement for human resources? Are you the human resources professional who desires the opportunity to work in a growing healthcare organization? Telligen is seeking a strategic and forward-thinking human resources consultant who flourishes when developing and implementing creative people strategies.

We are seeking a HR professional who understands the true essence of engaging our employee-owners to achieve our mission. You will report to the Director of HR with key accountabilities including the development and implementation of people strategies and processes which positively add to The Telligen Way culture and drive optimal business results.

You will actively partner with your business areas in support of Telligen's management philosophy of engagement, coaching and supporting our people to achieve goals.

The Gig:

- You will partner with Telligen leadership to provide guidance and support regarding labor relations, employment law, performance management, development planning, corrective action and resolution, coaching, communication and change management initiatives. Lead and provide counsel regarding complex and sensitive labor relations issues.
- You will work in partnership with leaders to design and implement consistent practices which compliment our positive and productive culture, ensure regulatory compliance, and reduce risk. Provide advice, training and direction to leaders regarding effective delivery of coaching or corrective action. Conducts effective, thorough and objective investigations including EEOC, harassment and occasional operational investigations.



- You will actively engage leaders and provide direction with workforce planning, in sync with the Future@Telligen Initiative. Provide performance management guidance to people leaders and support training and development needs for teams across the organization.
- You will collaborate with your HR colleagues on projects such as policy development and interpretation, training and development programs, performance management, and workforce planning and compensation strategy. Approaching your craft with a continuous improvement mindset and a flair for seeing opportunities and taking creative risks to help the business move forward and achieve strategic goals.

To make the short-list you will possess:

- A contagious passion for people and their professional development. Excellent verbal and written communication skills. Successful track record of identifying solutions and building and maintaining positive relationships with employees, leadership and external partners.
- You will have 5 to 7 years of forward-thinking experience as an HR authority with proven working knowledge of employment laws and success in advising business partners towards optimal outcomes.
- Bachelors' degree in Human Resources Management, Business, or related field or equivalent training and experience. Professional HR certification, PHR, SPHR, SHRM-CP preferred.

Why Telligen...

Founded over 45 years ago, Telligen is dedicated to the delivery of innovative population health management solutions which effectively impact the quality and cost-effectiveness for consumers and providers. We combine technical and clinical healthcare solutions to deliver on our mission of transforming lives and economies by improving health. Telligen serves a wide variety of clients including private companies and government programs at the federal, state and local level.

- **Competitive pay and benefits.** Comprehensive benefits package including medical, dental, vision, HSA & flex spending accounts, life insurance, disability, 401(k) and an ESOP (Employee Stock Ownership Plan).
- **100% Employee-Owned.** We have a culture where employee-owners are inspired to "own it".
- **Life/Work Balance.** Generous holiday, volunteer and paid time-off benefits.
- **Casual Dress.** Come in a sweatshirt, jeans, whatever...like everyone else here.
- **Free Fruit Friday.** You know what they say about an 'Apple a Day'!
- **Giving Garden.** Have a green thumb? Over 3,000 pounds of produce donated annually.



- **Wellness.** Healthy employee-owners are highly engaged and more successful. With engaging wellness challenges we partner with you on your well-being journey with our RevUP! Your Health program.
- **Continuing Education.** Tuition and education assistance plus career related CEU's, licensing and certifications from day one.
- **Community.** The Telligen Community Initiative has awarded more than \$4 million in grant awards since 2005. Learn more at <http://telligeni.org>.

Want to grow with us? Now that you know a little about us, tell us about yourself. Please include a current resume with your application. We also highly recommend including a cover letter where you describe why you think you'd be an excellent fit on the Telligen team.

Thank you for your interest in career opportunities with Telligen!

Check us out on LinkedIn, Facebook, Glassdoor and Twitter to learn more.
www.telligen.com/careers

Telligen and our affiliates are Affirmative Action, Equal Opportunity Employers (EOE/M/F/Vet/Disability) and E-Verify Participants.

Telligen will not provide sponsorship. If you require sponsorship for work authorization now or in the future, we will not consider your application at this time.

Telligen does not accept agency resumes and will not be responsible for fees related to unsolicited resumes.

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