



## Human Resources Business Partner

### Position Overview

Our client, **ADB Safegate**, located minutes from downtown **Columbus, Ohio** is a team of talented and enthusiastic individuals with the passion and vision to change the future of aviation. Their smart solutions help airports handle more aircraft, safely and efficiently, from approach to departure.

They are seeking an **HR Business Partner** to join the team. In this role, you make a big impact while utilizing progressive HR tools and platforms amongst a *global team* but with the *small company feel* of knowing the employees you support. You will have the responsibilities for supporting the Americas based employees in the HR functional areas of: Employee Relations, Talent Acquisition, Mergers & Acquisitions, Performance Management, Coaching & Change Management, Engagement Initiatives, and Compliance & Immigration.

Are you an experienced HR Pro who thrives on working with and through people to find solutions? If so, let's talk!

### Key Responsibilities

- Employee Relations – support employees through the “life cycle” including onboarding, employment matters, orientation/integration, leaves, performance and associated compensation activities, internal and cross-border transfers, rewards & recognition and departures
- Performance & Talent Management – coach and advise managers and drive positive change in people management
- Talent Acquisition – work with business leaders to identify workforce needs and partner with TA team to ensure top talent is filled in an efficient manner resulting in a positive candidate experience
- M&A – Partner with business leaders to develop and execute on M&A integration approach and balancing employee needs and business needs with a focus on culture
- Total Rewards – Manage PEO contract for benefits & payroll services and bring market insights to ADB Safegate's Total Rewards approach
- Compliance – Maintain up to date knowledge on legal requirements related to day-to-day HR matters while minimizing legal risk and ensuring compliance
- Coaching & Change Management – coach and advise managers to optimize employee experience and support the development of leaders

### Requirements

- Bachelor's degree in Human Resources or related field; graduate degree a plus
- 7+ years of relevant human resources management or equivalent experience
- SHRM and/or HRCI certification is preferred
- Experience with supporting a non-exempt geographically dispersed North America (including CA) highly desired

### Desired Attributes

- Excellent verbal and written communication skills
- Strong interpersonal, relationship building and customer service skills
- Strong business acumen (Finance, Operations, Supply Chain, etc.)
- Strong analytical and problem-solving skills along with the ability to remain calm while working under pressure
- A sense of urgency with issues and requests, following through in a timely manner. Ability to handle sensitive situations and maintain a high level of confidentiality and discretion.

### **Benefits & How to Apply**

**Benefits include a competitive base salary, competitive benefits package including: 401(k) match, profit sharing, attractive healthcare coverage, dental, vision, flexible spending accounts, life insurance, long-term and short-term disability, professional development, and ample time off**

A Slice of HR is working with this client on a retained search basis. If you meet the qualifications and want to join this diverse team, spanning 45+ nationalities across 35 offices who are people-centric team players driven and passionate about delivering product solutions and projects that make air travel safer and better; please send your resume to **[audrey@asliceofhr.com](mailto:audrey@asliceofhr.com)**.