

**Are you looking for a human resources position that allows you to have greater impact on your clients?**

The Insperity MidMarket Solutions team is an exceptional group focused specifically on supporting our larger clients ranging in size from 150 to 1500 employees. It is part of our mission to help our MidMarket clients become the best they can be by understanding their unique challenges and integrating relevant HR solutions that accelerate their potential. This is accomplished by hiring people who are passionate about the work they do. We are a team who invests ourselves in our clients so we can align our service offerings to their business objectives.

**HR Business Partner/Senior Human Resource Generalist (Melville, NY)**

The Senior Human Resources role for our MidMarket Solution Team is a true HR Business Partner to our clients. Our clients depend on this position to be highly engaged with their company to provide a consultative, proactive approach to all of their human resources needs. Thus, this position must successfully demonstrate leadership ability that supports the goals, mission and values of the company. Some of the opportunities for client engagement include:

- Providing solutions that positively impact our client's retention and growth strategies
- Develop, implement and monitor human resource performance management items
- Identify legal requirements and government reporting regulations to ensure appropriate guidance of the policies, procedures and actions needed for compliance
- Collaborate with client's leadership team to make certain all HR programs support their business initiatives

This role is part of a collaborative service team who pride themselves on their flexible approach to client needs and a willingness to work together with subject matter experts for specific projects. It also performs as an HR Generalist for all employee relations, performance appraisal programs and liability management, along with assisting in the areas of creating and or updating:

- Handbooks
- Job descriptions
- Compensations plans
- Hiring and termination processes

**Our ideal candidate will have the following experience, abilities and skills:**

- Bachelor's degree in Human Resources, Business Administration, or a related field or equivalent work experience
- 8-10 years minimum Human Resource generalist experience with emphasis on consultative HR service delivery with strategic focus.
- Senior Professional in Human Resources (SPHR®) certification preferred.
- Strong formal presentation/facilitation skills with the ability to adjust appropriately to the audience.

**To Apply:** To respond to this opportunity, please go to:

<https://insperity.ats.hrsmart.com/cgi-bin/a/highlightjob.cgi?jobid=71269>