

HR Manager – Pall Life Sciences ~ Hauppauge, NY
Manufacturing (R1152852)

Find what drives you on a team with a more than 70-year history of discovery, determination, and innovation. As a global leader in high-tech filtration, separation, and purification, Pall Corporation thrives on helping our customers protect people. Our products serve a wide range of markets, so if your interests lie along the spectrum of Life Sciences to Industrial, you'll find a rewarding role here. For the exponentially curious, Pall is a place you can thrive and amplify your impact on the world.

Pall is proud to work alongside a community of nine fellow Danaher Life Sciences companies. Together, we're pioneering the future of science and medicine, developing products that enable researchers in the fight to save lives.

We are seeking to hire a Human Resources Site Leader for the Hauppauge NY media manufacturing site, supporting all Human Resource activities covering 100+ exempt and non-exempt employees in a non-union manufacturing environment. If you love to lead and passionate about supporting a highly engaged and inclusive workforce, read on!

In this role, you will:

- Develop and drive HR initiatives including process and employment practice improvement, training, metrics/trends and analysis. Partner with and guide business leaders solving complex employee relations matters.
- Providing strategy, technical expertise and direction to HR partners and managers around the best management practices, design and conduct training for HR and Associates on management practices.
- Assist in developing a strategic governance model for ensuring global Employee Relations support and compliance with local country laws and practices.
- Design and use analytics modeling, trending analysis and ER metrics utilizing MS Excel as well as lead the development and implementation of HR/ER related initiatives and projects throughout the organization.
- Develop, recommend, and implement human resources programs covering: Performance Management aligned with business needs, Workforce Planning and Employment, Human Resource Development, Compensation and Benefits, and Employment and Labor Relations.
- Maintain Human resources staff by recruiting, selecting, orienting, and training employees, developing personal growth opportunities.
- Accomplishes results by communicating job expectations; appraising job results; coaching, counseling, and focusing employees; coordinating, and carrying out systems, policies, and procedures.
- Improves employee satisfaction by responding to concerns and developing morale-building programs. Maintains organization compliance by identifying legal requirements; providing training for completing requirements and submitting results.
- Sustains equitable compensation administering pay, benefits, incentive, and bonus programs. Supports job-results planning, monitoring, and appraising program; training managers to focus on results.
- Provides guidance to department managers and supervisors in resolving employee relations issues as it pertains to progressive disciplinary action. Site Ethics Compliance Officer. Provides written summary and Quarterly Summary Reports.
- Partners with Pall leaders around engagement, surveying and methods to improve employee engagement through coaching, facilitation and training.

Minimum Qualifications:

- Bachelor's degree in Human Resource Management or related field
- Minimum of five (5) years of progressive Human Resources experience in a manufacturing, site-based environment.
- Applies advanced HR concepts, practices, and procedures. Must be proficient at Excel and able to analyze and interpret data.

- Considerable proven skills in listening and communicating effectively with diverse individuals, groups; facilitating trust and understanding.
- Must have strong coaching, counseling, superior interpersonal abilities with sound judgement and reasoning. Good reasoning abilities and sound judgment.
- Ability to work onsite at facility based in Hauppauge NY . Some remote work will be acceptable.
- Solid knowledge of applicable federal and local labor laws and regulations with understanding of the manufacturing business, ISO and cGMP knowledge is preferred. #LI-SB2

When you join us, you'll also be joining Danaher's global organization, where 69,000 people wake up every day determined to help our customers win. As an associate, you'll try new things, work hard, and advance your skills with guidance from dedicated leaders, all with the support of powerful Danaher Business System tools and the stability of a tested organization.

Danaher is committed to a diverse and inclusive culture where everyone feels they belong, and all voices are heard. We believe in our associates and the unique perspectives they bring to every challenge, which is why we'll empower you to push the boundaries of what's possible.

If you've ever wondered what's within you, there's no better time to find out.

To Apply:

<https://jobs.danaher.com/global/en/job/R1152852/Human-Resources-Manager-Manufacturing>