

### **Human Resources Business Partner- Camp Loyaltown**

The HR business partner (HRBP) position is responsible for aligning camp organizational goals/ objectives with employees and management and participates in strategic planning. The position serves as a consultant to management on human resource-related issues. The successful HRBP acts as an employee champion and change agent. The role assesses and anticipates camps HR-related needs. Communicating needs proactively with our HR department and business management, the HRBP seeks to develop integrated solutions. The position formulates partnerships across the HR function to deliver value-added service to management and employees that reflects the objectives of the organization. The HRBP maintains an effective level of literacy about camps unique human resources policies/ laws/ accrediting and regulatory bodies, camps operational goals/plans, its culture and its competition.

### **Position Type/Expected Hours of Work**

This is a full-time position. Days and hours of work are Monday through Friday, 9 a.m. to 5 p.m. However, this position regularly requires long hours and occasional weekend work as job duties demand.

### **Travel**

Travel is regular between Long Island and The Catskills (Hunter, NY) – during peak periods may be two times per week & some out-of-area travel may be expected.

### **Required Education and Experience**

Bachelor's degree and relevant industry experience. Minimum of 5 to 8 years' experience resolving complex employee relations issues.

Working knowledge of multiple human resource disciplines, including recruiting strategies, employee relations, federal, state & camp respective employment laws, compensation practices, diversity, performance management, training and organizational assessment and evaluation. Intermediate to Advanced Experience with HR Databases and MS Excel.

### **Preferred Education and Experience**

Camp industry HR experience and HR Master's degree preferred.

### **Additional Eligibility Qualifications**

SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential strongly preferred or ability to obtain certification within one year of employment required.

### **Competencies**

1. HR Expertise.
2. Camp – Organizational/ Business Acumen.
3. Communication.
4. Consultation.
5. Ethical Practice.
6. Global & Cultural Awareness.
7. Relationship Management.

### **Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

We offer an excellent benefits package including medical, dental, vision, tuition reimbursement, generous time off and much more.

For immediate consideration apply on line at:

[https://re12.ultipro.com/AHR1001/jobboard/NewCandidateExt.aspx?\\_\\_JobID=7967](https://re12.ultipro.com/AHR1001/jobboard/NewCandidateExt.aspx?__JobID=7967)



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