

HOT JOBS

Resorts World Catskills is seeking an Employee Relations Manager in the Human Resources Department.

Essential Functions:

Directs and leads all ER functions including planning, development, implementation and administration of ER programs and policies, in line with corporate directives and initiatives.

Investigates and resolves complex employee relations issues.

Supports the Human Resources Business Partners and guides department management to ensure timely, accurate and consistent resolution of employee issues.

Consults and advises managers on highly confidential and complex human resources and employee relations issues.

Serves as a liaison to employees and leadership for answers to complex questions regarding policies and procedures utilizing general knowledge of HR disciplines and ensuring compliance with all federal, state and local laws and statutes.

Advises and trains HRBPs, managers and supervisors in best employee relations practices and strategies for managing problems and employee grievances. Develops further training as needed.

Represents the organization in meetings and negotiations with team members and labor organizations. Handles routine employee grievances.

Coaches leadership in change management and leadership strategies that support the achievement of desired company objectives.

Recommends procedural changes that will improve the effectiveness/efficiency of the HR services provided to the organization.

Directs, mentors and coaches assigned staff.

Performs other tasks as assigned.

Core Competencies:

Positive, professional and forthright manner of communication, with strong listening skills

Works as a team in unison with all members of the Human Resources Department team to ensure an efficiently organized and operated department

Knowledge of local jurisdiction gaming laws (federal, state, etc.) and regulations as well as Companys internal controls, policies and procedures

Thorough understanding of state and federal laws concerning labor relations.

Ability to comprehend, interpret, and apply the appropriate sections of applicable laws, guidelines, regulations, ordinances, and policies.

Thorough understanding of negotiation and dispute resolution techniques.

Ability to remain tactful, calm, and persuasive in controversial and/or confrontational situations.

Ability to define problems, collects data, establishes facts and draws valid conclusions

Strong organizational and leadership qualities, interpersonal skills and dedicated commitment to excellence

Ability to write routine reports and correspondence

Excellent oral and written skills.

Must have working ability with Microsoft Word, Excel and Outlook.

Essential Requirements:

Ethical Conduct

Strategic thinking

Strong supervisory and communication skills

Working knowledge of Microsoft Office

Strong Organizational skills and demonstrated problem solving skills

Previous experience in a union environment and working knowledge of Collective Bargaining Agreements

Knowledge/Work Experience:

Must be 21 years or older

BA/BS in related field (equivalent relevant experience may substitute for degree)

Three (3) years of relevant quantifiable experience in Human Resources.

Previous experience managing an Employment Department in Hospitality/Gaming environment preferred

Previous experience in a resort casino environment preferred

Advanced knowledge of Human Resources issues and solutions.

Advance knowledge and strong background in Employment practices and policies

Quantitative and effective management of an Employment Department in Hospitality/Gaming environment

Must be able to obtain and maintain the appropriate license through the New York State Gaming Commission

Apply: Online at <https://rwcatskills.com/careers/> or email resume to Jennifer Riegler at JRIEGLER@RWCATSKILLS.COM