

## Human Resource Manager

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Company: TruStile

Location: Northwood

Category: other-general

### Description

TruStile, A Marvin Brand, is transforming interior design with high quality, made-to-order architectural doors for the high-end custom residential and commercial markets. We are also designing a great place to work. We are looking for an HR Manager to join our onsite Senior Management team at our Northwood, IA facility. The individual in this position will have the opportunity to partner with leadership to shape programs and initiatives that will engage and retain the workforce and the opportunity to grow skills in various aspects of the HR function.

### Highlights of your role:

- Manage the HR function for the Northwood plant, including talent acquisition, employee relations, HR operational processes, etc.
- Identify and prioritize current and future talent needs of the plant that could impact business objectives, and take action to address those needs
- Coach and guide the management team to improve engagement, streamline hiring processes, reduce turnover and manage employee relations issues
- Hold managers and leaders accountable for establishing and maintaining positive work environment in alignment with company values
- Under the framework of TruStile/Marvin's purpose and values, develop and implement HR strategic initiatives to drive business results
- Effectively deploy performance management programs to identify and reward high performers and motivate or remove low performers

## Requirements

### **You're a good fit if you have:**

Self-starter who can work independently, identify key priorities and focus efforts to achieve results

Uses strong judgement and decision making skills to assess and appropriately address situations

Demonstrates a solid understanding of labor law and regulatory requirement

Strong written and verbal communication skills

Excellent interpersonal skills and the ability to build influential relationships with all levels

Must be proficient with PC skills including Word, Excel, and PowerPoint

The ability to work in a fast-paced environment, multi-task and prioritize work based on business needs

3-5 years of HR experience with exposure to multiple HR functions

Experience in manufacturing environment strongly preferred

Professional certification (i.e. SHRM-CP, SHRM-SCP, PHR, SPHR) preferred

Experience running reports from HR systems

### **Your opportunity for better living**

At Marvin, we're driven to imagine and create better ways of living. And that goes beyond our customers, to our communities and the colleagues beside us every day. We offer competitive compensation, an extensive benefits package that includes health insurance, paid time off and paid holidays, and a 401K retirement savings match.

We also support your overall wellness in other meaningful ways, including your own company-funded well-being account that can be used for anything from travel to a day at the spa, gym memberships or fun experiences with family and friends. You will be rewarded through our profit-sharing program, which recognizes the important role all employees play in making Marvin a success year, after year.

As a premier company with locations across North America, Marvin's portfolio also includes three additional premium brands: Infinity Replacement Windows, TruStile Doors, and Marvin Coastline. Together, we share one purpose and live our values. Our culture is built on generations of doing the right thing and putting our people first. Join us, and experience better living at Marvin.?

**EOE**

This job posting is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities of the employee. Accommodation may be made to enable an individual with a disability to perform the essential functions of his/her position.

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