

People Operations Business Partner

At Dynamic Lifecycle Innovations, our ultimate mission is Environmental Sustainability and Team Member Empowerment. We strive to be an industry leader in the Electronics Recycling & Data Security world, with a special focus on Integrity and Customer Service. Even more importantly, however, we believe our team is our most valuable resource, and seek to provide a work environment that is rewarding, engaging, and FUN! With an emphasis on personal growth and development, Dynamic is more than an employer, but a partner in the career development and life aspirations of our Team Members. Don't just take our word for it, visit Dynamic Lifecycle Innovation's [Great Place to Work page](#) to see what Team Members have to say. Sound like a good fit for you? Read on about the People Operations Business Partner! We may be a little biased, but we think you're going to love it here.

Location: Onalaska, WI

Position Type: New!

Purpose & Summary: The People Operations Business Partner serves as a key part of the People Operations Team, helping design people programs as our business continues to scale. This individual provides expertise and counsel to deploy people solutions in the following areas: career coaching and development, performance management, data analysis, compensation, rewards and recognition, team member relations, and organizational design. The People Operations Business Partner acts as an advisor and partner for people managers on organizational and people-related matters ranging from strategy development, problem solving, and execution. This individual also serves as an advocate for team members. This is an incredible opportunity to build a successful, progressive, high performing culture and organization. The People Operations Business Partner is integral in ensuring we employ only the most brilliant, talented people with a desire to win and passion for what they do.

- Effectively handling team member relations issues in alignment with past precedent and company policies and procedures.
- Cultivating positive relationships with team members and business group management.
- Collaborating with talent acquisition team to fill open positions in assigned business units.
- Providing seamless delivery of People Operations related questions.
- Delivering workforce and talent planning initiatives.
- Managing unemployment and workers' compensation claims.
- Advising, consulting, and coaching managers and team members to maximize team member engagement and productivity.
- Identifying and preparing development plans for key and high potential team members.
- Designing succession plans for key talent.
- Developing and maintaining People Operations policies and procedures in compliance with state and federal employment law.
- Creating and executing special projects focused on making Dynamic the best place to work, with the best and brightest people, and ensuring a pipeline of talent for future growth.

Requirements: Associate's degree in human resources, business, or related field of study plus at least 5 years of professional level human resources experience required.

Knowledge:

- Human resources principles, procedures, and best practices.
- Applicable federal and state employment law.
- Talent identification and development programs.
- Unemployment administration.
- Workers' compensation.
- Benefits administration.
- Performance management systems.
- Organizational development, training, and team member relations.

Skills:

- Active listening.
- Time management.
- Social perceptiveness and empathy.
- Sound decision-making.
- Written and verbal communication.
- Strong computer skills with an emphasis on Microsoft Excel.
- Customer service.
- Organization and prioritization.
- Data analysis.
- Facilitation, public speaking, presentation skills.

Abilities:

- Ability to be successful in a fast-paced environment of continuous change.
- Ability to make decisions and solve problems.
- Ability to maintain a high level of confidentiality and professionalism.
- Ability to evaluate information to determine compliance with standards.
- Ability to work independently and as a team.
- Ability to obtain and process information.
- Ability to assess self and improve.

Preferred Qualifications: Bachelor's degree in human resources, business, or related field of study plus at least 7 years' professional level HR experience preferred. PHR or equivalent certification preferred as well as experience with ADP information systems and Affirmative Action compliance.

Dynamic Lifecycle Innovations strives to be an employer who stands out from the crowd, and we believe differences that make us unique should be celebrated on an individual level as well. We are proud to be an equal opportunity, affirmative action employer, and we are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, Veteran status, or any other identifier.