



Human Resources Manager/Recruiter

Join our KRB family! We make a product that is built to last through the leadership and dedication of our talented team members. **We are searching for our next Human Resources Manager/Recruiter** to help us to execute our mission and live our values.

Our Company

KRB Machinery ('KRB') designs and builds rebar fabrication machinery. We are a family-owned company located in Wrightsville, Pa that is a leader in rebar fabrication equipment and material handling systems around the world.

Role

Reporting to the CEO, the HR Manager/ Recruiter will execute HR strategy including talent and performance management, recruiting, employee engagement, organization design, employee relations, learning and development, benefits and compensation, regulatory compliance, and safety.

- Lead all aspects of the recruitment process to include but not limited to creating job descriptions, sourcing, posting, interviewing, hiring, and on-boarding while coordinating with hiring supervisor
- Collaborate with leadership to align human resources strategy, policy and programs to the organizations mission and strategic goals to include recommendations to improve processes
- Administer all aspects of the employee relations process to include coaching leaders through employee issues and administer company policy
- Lead and execute the performance management process
- Develop communication tools and build engagement to include surveys and execute employee events
- Research, develop, and implement progressive and proactive compensation and benefit programs
- Ensure compliance and understanding of legal requirements, government reporting and other human resources laws and regulations
- Administer unemployment and workers compensation processes
- Serves as Chair of Environmental Health & Safety Committee. Plan, conduct, administer facility Environmental Health and Safety training.

Skills and Experience



- At least six years of human resources management experience with demonstrated progressive leadership responsibilities
- Bachelor's degree in Human Resources, Business Administration, or related field
- Human resources certification such as SHRM-CP/SHRM-SCP or PHR/SPHR
- Experience in the manufacturing industry or related fields
- Thorough knowledge of employment-related law and regulations
- Knowledge of and experience with varied human resource systems and related software
- Excellent verbal, written, interpersonal, organizational, analytical and problem-solving skills

Location

This position is on-site in Wrightsville, PA

Why you should apply

KRB offers a competitive benefits package including:

- Annual Incentive Bonus Program
- Paid time off and Paid Holidays
- Health, Dental, & Vision Insurance Plans
- Short/Long Term Disability and Life Insurance
- Tuition Reimbursement Opportunities
- And more!

If you would like to express your interest in this position, please provide a cover letter, resume, salary requirement and three (3) professional references to recruiting@cby.com. Responses will be treated confidentially.