

Human Resources Manager - Oscar

Directly responsible for the overall administration, coordination and evaluation of the human resource function within the Construction Site. As a member of the site's management team.

Definition and implementation of the human resource policy.

Achieve employees' involvement, engaging and empowering toward a common vision, build in a constructive relationship that fosters cohesion and diversity and inclusion on the site.

Seek that the teams at all levels are empowered and accountable for results. Recruit, screen and hire trained personnel required for the site's performance and targets. Attract talented employees and ensure their skills, competencies and performance development in line with the company's needs and expertise is retained.

Develops, coordinates, and conducts employee training and development activities to help them improve their managerial, supervisory, professional, and technical/vocational competence.

Work collaboratively, creating the leadership environment that engages all team members (plant staff) to achieve the company's mission.

Effective implementation of Cobecal's policies and procedures.

SKILLS:

Excellent written and verbal communications skills.

Self-starter, strong drive, bias for action and result oriented.

Highly organized, able to prioritize and work under pressure on a number of projects at the same time, and ability to work independently with limited guidance.

Knowledge of federal and state employment law, including affirmative action compliance.

Strong oral/written English and Spanish communications skills.

Analytical skills.

Demonstrate ability to build organizational capability.

Personal Computer literacy.