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Human Resources Business Partner

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Company: Plante Moran

Location: Grand Rapids

Category: other-general

Location: United States, Michigan, Grand Rapids

Make your mark. Our internal firm services focus on the firm's critical business needs. From human resources opportunities to marketing and everything in between, our integrated solution approach is designed to help enable and manage growth, leverage resources, and optimize firm operations. At Plante Moran, we have the privilege of serving clients and providing consultative services as they face challenges and seek new opportunities. What does diversity, equity, and inclusion mean to Plante Moran? It means that all staff members have equitable and fair opportunities to succeed, in an inclusive environment, with their individual, unique identities. Plante Moran enjoys a Workplace for Your Day model which, simply put, means we strive for flexibility and balance while staying true to our principally in-person model. We believe that face-to-face interactions are critical for individual and team development in this role. Your role. Your work will involve engaging with firm leaders, partners, supervisors, and staff in a variety of ways to provide HR consulting and support. You will engage with colleagues in various specialties including Learning & Development, Total Rewards, Recruiting, HRIS, Accounting, Technology and more. Your work will include, but not be limited to:

- Performance Management: Develop our staff utilizing a variety of performance management tools and programs.
- Recruiting/Retention: Participate in determining hiring needs and strategy both from industry and college campuses. Manage Campus Recruiting and Internship programs.
- Staff relations: Provide guidance and support to leaders, supervisors and staff navigating staff relations issues.
- Employment Law/Personnel Policy: Apply knowledge and experience of employment law and policies.
- Compensation: Collaborate with leaders and the

Total Rewards team in the compensation process. Staff Orientation: Participate in the successful onboarding of staff and providing support to hiring managers. Benefit Administration: Colleague with members of our Benefits Team to assist staff with navigating benefits, including leaves of absence and ADA accommodations. Human Resource Projects: Participate in a variety of cross-functional HR and firmwide projects. Leadership Assistance: Consult directly with firm leaders as a business partner, while contributing to important firm-wide initiatives including Inclusion & Diversity, Audit of the Future, Women In Leadership, WorkFlex and more. The qualifications. 3+ years of HR generalist experience with progressive responsibilities Bachelors degree in Human Resources (or similar) is required Must be able to demonstrate strong communication, organization, facilitation, and counseling skills PHR or SPHR certification and experience working in a professional services organization ideal This position will require occasional travel Qualified individuals must either reside in or near the Grand Rapids, MI area or be willing to relocate to the area for this opportunity Our difference. We are a nationally recognized public accounting, consulting, and wealth management firm, consistently ranked as one of FORTUNE magazine's 100 Best Companies to Work For. At Plante Moran, we live by the Golden Rule, fostering a relatively jerk-free culture with the lowest staff turnover rate in the industry. Our supportive network of well-rounded professionals is excited to catapult your growth and help pave your pathway to professional excellence. Apply now. Make your mark. This is an exempt position and may require hours that exceed the standard 40-hour work week. Plante Moran is committed to a diverse workplace. We strive to create a culture where each person feels accepted and valued. We believe that each person's ultimate potential begins with first acknowledging their inherent dignity. When we can recognize - and celebrate - our many human differences, we're able to create a workplace where all staff feel a sense of belonging and an opportunity to succeed. This allows us to attract and retain the best talent, serve clients through diverse thinking, and better represent and support the various communities in which we live and work. Plante Moran is an Equal Opportunity Employer. Plante Moran maintains a drug-free workplace. Interested applicants must submit their resume for consideration using our applicant tracking system. Due to the high volume of applications received, only candidates selected for interviews will be contacted. Candidates must be legally authorized to work in the United States without sponsorship, with the exception of candidates that are bilingual in Japanese and English. Unsolicited resumes from search firms or employment agencies, or similar, will not be paid a fee and become the property of Plante Moran. The specific

statements above are not intended to be all-inclusive.#LI-LS2#LI-HybridSalary Class
Salary Colorado Equal Pay for Equal Work Act (SB 19-085) Information Compensation is commensurate with technical skills and experience and is provided in accordance with the CO Equal Pay for Equal Work Act. Compensation information posted is based on a position being located in the state of CO. Please review position location for applicable geographic location. Colorado monthly base range is as follows: \$6,628.00 to \$9,942.00 We are pleased to offer eligible staff a robust benefits package. Eligibility and contribution requirements for some of these benefits vary based on the number of hours staff work per week Highlights include health, dental, vision, disability and life insurance. These standard offerings are effective on the first of the month following your start date. In addition to this, eligible staff are able to take advantage of our Flexible Time Off and various pre-determined holidays as well as a balance fund, 401(k) plan, flexible benefits plans, business-related travel expense, lodging and meal reimbursement for business-related use. A Pension plan is also available for eligible administrative and paraprofessional staff. A discretionary bonus plan is available for eligible staff. Plante Moran also offers Interns and Contractors the option to elect health insurance under our contingent staff medical plan as of the 1st of the month following 60 days of employment in addition to limited paid time sick time. Seasonal staff are not eligible for benefits.
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