



Director of Human Resources

COMPANY INFORMATION

Founded in 2005, Backyard Farms operates 42-acres of greenhouse growing space in Madison, Maine and is the only New England producer that provides the Northeast with fresh, locally-grown tomatoes year-round. Its more than 400,000 tomato plants produce nearly 27 million pounds of tomatoes annually. It is a local, fresher alternative in the winter months to tomatoes that are grown in Canada, Mexico or Holland. Unlike other tomatoes that are not ripe when picked and turn red while in route to stores, Backyard Farms tomatoes are left on the vine to ripen and shipped within just a day of harvest. This results in the freshest tomato possible when it arrives in markets. Backyard Farms tomatoes can be found in retail outlets including Hannaford, Walmart and Whole Foods.

DIRECTOR OF HUMAN RESOURCES

Reporting to the President, the Director of Human Resources will be responsible for supervising the Human Resources team and provide consultation to the President and managers on strategic initiatives, staffing, compensation, benefits, policies and procedures, training and development, budget and employee relations.

PRIMARY DELIVERABLES

- Executes HR strategies and drive successful completion of HR Programs and initiatives to support the business plan by effectively plan, design, develop and evaluate all human resources related initiatives that support organizational strategic goals in conjunction with labor and cultural shifts
- Ensure compliance with federal, state, local laws and industry regulations/best practices while advising managers on legal implications of human resources issues related to discipline, hiring and employee relations
- Evaluate department effectiveness through compiling and developing analytical data as relates to human resources functions and personnel productivity
- Develop and implement an annual agenda for human resources strategy in-line with the business plan demonstrating measureable quarterly objectives
- Direct full recruitment process and coordinate all temporary staffing needs with Agencies
- Positively impact employee culture to enable employees to perform in accordance with the company objectives including compliance with policies and procedures
- Counsel employees on policy violations, safety issues; following progressive discipline procedures and make sensible, intelligent decisions in difficult and deadline driven situations
- Work with Training and Operations team to identify training and professional development needs of individual staff and groups/department needs
- Manage all aspects of the wellness programs, worker's compensation and work in collaboration with Facilities/Safety Manager; increase safety awareness across the organization
- Oversee all welfare benefit plans and 401K; including all benefit negotiations, monthly experience reviews, Affordable Health Care Act, and regulatory compliance of all programs

REQUIREMENTS

- Bachelor's degree; Master's degree preferred
- PHR/SPHR and/or SHRM-CP/SHRM-SCP preferred
- 15+ years HR generalist experience, including strategic support for the company to align HR practices with the business priorities and provide consultation on organizational development initiatives
- 8-10 years of management and development experience; some of this experience must be in the area of leadership development

SKILLS/KNOWLEDGE

- Ability to understand the business to influence business decisions and ability to provide sophisticated advice and coaching in response to business issues
- Experience in executing an HR strategy and influencing individuals outside of HR to take action in best interest of the business and employees
- Confident in stepping forward to confront difficult issues
- Extensive understanding of HR interdependencies and uses understanding to ensure efficiency and scalability.
- Actively collaborates and builds relationships to deliver results
- Strong time management and personal organization capability

- Interacts with senior team board members with confidence and exhibits strong understanding of issues and the business
- Proven demonstrated experience applying knowledge of HR to specific business-total rewards; leadership and management development; organization and individual performance; succession and talent planning; staffing
- Ability to use HR measures to drive change
- Use pragmatic ways to implement and apply concepts
- Strong organizational, communication and customer service skills
- Proven experience in people management and leadership development
- Significant experience in both project and program management
- Extensive knowledge of federal and state employment law, benefit plan design and ACA compliance

If you are interested in contributing to Backyard Farms through execution of the qualifications listed above as the **Director of Human Resources** please submit a cover letter and updated resume to **staffing@backyardfarms.com** by close of business Thursday, June 4, 2015.

Backyard Farms is an Equal Opportunity Employer