



<b>Job Title:</b>	HR Business Partner
<b>Location:</b>	Savannah, GA
<b>Employment Status:</b>	Full-time
<b>Reports To:</b>	This position will report to HR Director – Operations & Supply Chain
<b>Travel (%):</b>	< 20 %
<b><u>Major Roles &amp; Responsibilities</u></b>	<p>Kraton Corporation is looking to hire a key member of our HR Management Team. The HR Business Partner will be responsible for providing human resources expertise for the plant while fostering an environment in alignment with our key values and objectives.</p> <p><b><u>Major Roles &amp; Responsibilities:</u></b></p> <ul style="list-style-type: none"> <li>• Serves as the HR Business Partner to the Savannah Plant Management team</li> <li>• Manages the overall talent acquisition process for the site (recruiting through new hire orientation).</li> <li>• Is the primary person on site working with managers in administration of labor agreement, including disciplinary action, grievance handling, and union/management relations.</li> <li>• Serves as a key member of the site negotiations team.</li> <li>• Manages HR programs such as headcount and turnover reporting, compensation and talent management.</li> <li>• Manages the full breadth of investigations of employee relations issues including interfacing with external agencies when needed.</li> <li>• Works with employees and managers with Talent Management activities such as drafting and submitting new and revised position descriptions, developing annual objectives, along with talent development plans.</li> </ul> <p><i>The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.</i></p> <p><i>Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.</i></p>
<b><u>Skills and Experience</u></b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in human resources or related field required.</li> <li>• A minimum of 5 years hands-on HR experience preferably in a manufacturing environment.</li> <li>• In depth knowledge of labor relations practices and relevant law with past experience leading union negotiations.</li> <li>• Experience in employee engagement, leadership development, and training.</li> <li>• Full understanding of all facets of HR.</li> </ul>
<b><u>How to Apply</u></b>	Submit your resume to <a href="mailto:jobs@kraton.com">jobs@kraton.com</a>