



Human Resources Business Partner * Resorts World Catskills Monticello, NY

Overview: Resorts World Catskills is seeking a Human Resources Business Partner in Monticello, NY. The Human Resources Business Partner is responsible for aligning business objectives with employees and management in designated business units. The position formulates partnerships across the HR function to deliver value-added service to management and employees that reflects the business objectives of the organization. The HRBP maintains an effective level of business literacy about the business unit's financial position, its midrange plans, its culture and its competition.

Responsibilities;

Conducts weekly meetings with respective business units.

Consults with line management, providing HR guidance when appropriate.

Analyzes trends and metrics in partnership with the HR group to develop solutions, programs and policies.

Manages and resolves complex employee relations issues. Conducts effective, thorough and objective investigations.

Maintains in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance. Partners with the legal department as needed/required.

Provides day-to-day performance management guidance to line management (e.g., coaching, counseling, career development, disciplinary actions).

Works closely with management and employees to improve work relationships, build morale, and increase productivity and retention.

Provides HR policy guidance and interpretation.

Develops contract terms for new hires, promotions and transfers.

Assists international employees with expatriate assignments and related HR matters.

Provides guidance and input on business unit restructures, workforce planning and succession planning.

Identifies training needs for business units and individual executive coaching needs.

Participates in evaluation and monitoring of training programs to ensure success. Follows up to ensure training objectives are met.

Performs other tasks as assigned.

Skills necessary to perform the job

Positive, professional and forthright manner of communication, with strong listening skills

Polished presentation skills with the ability to facilitate training for team member population and speak effectively in a public environment

Ability to write routine reports and correspondence

Excellent oral and written skills.

Must have working ability with Microsoft Word, Excel and Outlook

Requirements

Must be 21 years or older

BA/BS in related field or equivalent relevant experience may substitute for degree

2 years of relevant experience in Human Resources

Previous experience in casino resort and/or hospitality strongly preferred

Working knowledge of Human Resources practices in multiple disciplines

Working knowledge of local jurisdiction gaming laws (federal, state, etc.) and regulations as well as company internal controls, Policies and Procedures

Must be able to obtain and maintain the appropriate license through the New York State Gaming Commission

Shift, Salary, and Benefits: This is a Full-time position, 8:30 AM to 5:30 PM, \$62,353.20 yearly, Benefits include Health Insurance, Dental Insurance, Paid Vacation, Paid Sick Leave, Holidays, and 401K/Retirement.

Apply at <https://rwcatskills.com/careers/>