



Review Job

Human Resources Manager

Portland, OR (US)



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About the Job

Company Name: Mondelez International Approximate Salary: Not Specified
Location: Portland, Oregon Country: United States Category: Human Resources
Position type: Full Time Experience level: 5-10 Years Education level: Bachelor's Degree
Street: Three Parkway North, Suite 300 City: Deerfield State: IL Client Req. #1506229 CPG jobs Job Id 25408
cpg 25408

Mondelēz International is a whole new company that has been reimagined with a single focus in mind: create delicious moments of joy by sharing the world's favorite brands. Launched on Oct. 1, 2012, and employing around 100,000 people around the world, Mondelēz International comprises the global snacking and food brands of the former Kraft Foods Inc. While Mondelēz International is new, our brands are as diverse and rich with heritage as the 170 countries in which our products are marketed. As the world's pre-eminent maker of snacks, Mondelēz International has leading shares in every category and every region of the world in which it competes. The company holds the No. 1 position globally in Biscuits, Chocolate, Candy and Powdered Beverages as well as the No. 2 position in Gum and Coffee. Mondelēz International portfolio includes several billion-dollar brands such as Nabisco, Oreo and LU biscuits, Cadbury and Milka chocolate, Jacobs coffee, Tang powdered beverages and Trident gums. Mondelēz International has annual revenue of approximately \$35 billion and operations in more than 80 countries.

JOB SCOPE: The HR Manager will deliver against the strategies and programs as determined by the functional HRBLs and COEs. As part of the HR Solutions team, they will provide outstanding HR support to line leadership and functional teams at the Portland Bakery. HR Managers will drive consistent policy and process application and are responsible for ensuring flawless execution of all HR programs.

RESPONSIBILITIES:

25% Provide HR expertise to the Portland Plant Leadership Team. Partner with line leaders and HRBLs to deliver against functional HR goals and business goals, utilizing both functional HR knowledge and knowledge of the business.

35% Responsible for providing HR guidance to all employees within their defined scope. Support COEs partners in areas such as talent management, talent acquisition, compensation administration, training, AAP completion, and employee engagement activities. **25%** Support Labor Relations COE by leading local collective agreement administration and participation in collective bargaining. Respond to all Step 1-4 grievances in accordance with established labor strategies. Engage Labor Relations COE as needed to ensure strong working relationships are built and/or maintained at the local level with union leadership.



No Logo Available

Mondelez International**Job Title:** Human Resources Manager**Type:** Full Time**Category:** Human Resources - General Roles**Location:** Portland, OR (US)

10% Act as liaison between employees and HR Coordinators and HRBLs. Coach & mentor HR Coordinators. HR policies and practices are administered in a consistent and professional manner.

5% Deliver HR projects and serve as subject matter expert for assigned area. Responsible for sharing best practices, external bench marking, and continuous improvement.

INTERNAL/EXTERNAL RELATIONSHIPS: Interfaces daily with employees and local leadership teams, HRBLs and COE representatives. Acts as Mondelez representative in local union dealings. Requires strong linkage to local HR Coordinator.

ACCOUNTABILITY: Responsible for approximately 300 unionized hourly employees and a salaried staff of 60.

Qualifications

EDUCATIONAL LEVEL: Bachelor's Degree(4yrs) BS/BA in Business Administration, Human Resources or related field

EXPERIENCE: Functional/Technical Expertise:

- Human Resources Management and Safety, Health and Environment experience – Min 5yrs
- Managing Labor Relations – Min 5yrs
- Managing talent management programs – Min 5yrs
- Creating and delivering full-scale talent management, communication and engagement programs – Min 5yrs
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COMPETENCIES/ABILITIES:

- Dealing with Ambiguity – can comfortable handle risk and uncertainty; doesn't get upset when things are up in the air; deals effectively with change and shifts gears appropriately
- Managerial Courage – takes a position and stands by it; provides direct, actionable feedback; is not afraid to take negative action when necessary
- Interpersonal Savvy – Relates well to all kinds of people in organization; builds and leverages relationships; can diffuse high-tension situations effectively
- Conflict Management – reads situation quickly; good at focused listening; can hammer out agreements and settle disputes equitably
- Perseverance – pursues tasks with energy, drive and need to finish; does not give up until task is complete
- Project Management – sets objectives and goals; breaks project down into steps; anticipates and adjusts for roadblocks; measures performance against goals
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Mondelez International is an equal opportunity and Affirmative Action employer. We actively seek to maintain a diverse work force, and Mondelez International therefore recruits qualified applicants without regard to race, color, religion, gender, national origin, age, disability, or Vietnam veteran status.

Internal ID: 25408

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