

Director, HR Business Partner

Caldwell, Idaho - Manufacturing

Reports to: President



Are you a hands-on HR leader that LOVES interacting with people on the manufacturing floor?

Seeking influential leader that is uniquely tactical and strategic, enjoys a diverse manufacturing environment, and someone that is collaborative yet thick skinned for direct/open communication culture. Member of executive team, yet need to engage effectively at plant level. Spanish speaking a plus but not required. Strong preference to HR leaders with manufacturing, logistics, distribution, supply chain, packaging type & mechanical equipment type backgrounds.

ZoRoCo Packaging, Inc. is the service leader for Contract Manufacturing and Contract Packaging within the food industry. Our clients count on us to provide precise, efficient, and cost effective solutions. www.zorocopackaging.com

Marketing none of our own brands, ZoRoCo focuses on the BUILD, so our clients can focus on their priorities: driving sales and growing their company. ZoRoCo Packaging can handle jobs of every size, large or small, with expert attention to detail, and exemplary quality & production standards!

Employees: around 380 (2 plants in Caldwell, Idaho that are ~10 miles apart)

Frozen Plant: built in 2012, expanded in 2019, specializing in veggie, fruit; ZoRoCo offers vertical form and fill, shrink wrapping and carton production, enrobing, blending, chopping, dicing, bulk pack, case transfer, re-labeling, and sorting/grading.

Free From Plant: e.g. Big 8 Allergen-Free products, and Gluten-Free products.

Team Set Up: Existing HR Manager/Generalist (employee relations, recruiting, investigations, orientations, etc); Payroll person, and front desk teammates that help with misc. HR admin. Payroll and onboarding system is PayCom.

Why consider: New opportunity, leadership putting value on organizational development and training, strategic direction of HR. Excellent compensation package includes bonus and short term incentives. Current HR Manager/Generalist positive, humble, and excited about filling this new role!

Challenge: high turnover industry (manufacturing production); attracting and retaining production employees in this economy

Travel: Little to none.

Business Health: Thriving and growing! Running very lean.

Compensation: Base + 20% Bonus + Short Term Incentives

Position Summary

Role plays a pivotal role by helping set the cultural tone of the Company. Specific responsibilities include; organizational development and training, policy creation and distribution, compensation and benefits administration, recruiting and hiring, performance management, safety, and compliance to applicable employment and safety laws and regulations. A huge priority of the President is organizational development, training, and workforce planning. Need to be a true partner and understand fiscal responsibility, P&L, budgeting, etc.

Day to Day:

- That will be up to you to establish based on the position summary and company goals.
- Must foster daily relationships at plant level.

Ideal Person:

Education BA/BS in Business with an emphasis in Human Resources or Organizational Development preferred, or equivalent combo of education/experience.

5 years of progressive experience in Human Resources positions. Must be able to thrive in a fast-pace environment. Specialized training in organizational planning, training, and talent development preferred. Prefer candidates with manufacturing, HR operations, and bilingual (Spanish) speaking.

2+ years professional leadership experience.

Strong interpersonal, supervisory and **customer service skills** required.

Ability to **multi-task**, work under pressure and meet deadlines required.

Thank you so much for considering this awesome opportunity! It's our goal to review your info within 2-3 business days of applying! Apply: email resume/cover letter to angela@extendra.com

