

HR Business Partner (Micron)

Location: Boise, ID

Job ID: 131917

<https://jobs.micron.com/key/micron-careers-login-jobs.html>

Or email interest to: ronaldthomas@micron.com

As an HR Business Partner at Micron Technology, Inc., you will partner with the Site/Regional/Global HRBP(s) and work with business managers across multiple units within a business, region, function or site to ensure HR deliverables are met. The HR Business Partner represents HR in business decisions; provides input into HR programs, initiatives, and service delivery strategy based on business needs. The Business Partner also provides support in the deployment and delivery of HR initiatives and works with the Site/Regional/Global Business HR teams on the HR strategic plan creation, alignment and implementation.

Key Responsibilities include but are not limited to:

- Develop and analyze ad hoc reporting packages
- Extract data from various sources and compile into digestible forms that support informed decision making
- Partner in the identification, development and implementation of HR solutions across a given geography, site, or function to interpret and align global programs to meet unique business and geographic needs when appropriate.
- Ensure effective and efficient HR solutions delivery. Promote continuous improvement by providing business feedback to responsible HR teams.
- Communicate HR Policies and advises team members and leaders on direction.
- Support change management.
- Improve effectiveness of managers by providing process support and guidance. Examples include: job mapping, workforce management, on-boarding, performance management, and self-service tools.
- Promote accountability and alignment through the identification, development and use of HR business metrics.
- Direct leaders and team members to other HR resources and escalation paths as needed.
- Demonstrate strong business acumen and understanding of key technical priorities facing the organization; use technical knowledge to develop people solutions that are unique to the business

Qualifications:

- Experience in science, technology, engineering, mathematics (preferred)
- Previous HR Business Partner experience (preferred)
- 3+ years serving in a role for Human Resources

Education

- B.S./B.A. in Business Administration, Psychology, Human Resources or related experience
- B.S. in Science, Technology, Engineering, Mathematics (preferred)