



Bilingual - Senior Manager, Human Resources (Bakersfield, CA)

- Bakersfield, CA, USA
- Full-time

To Apply: <https://smrtr.io/kZZ3->

Company Description

The Wonderful Company is committed to offering high-quality, healthy, and iconic brands such as Wonderful Pistachios, Wonderful Halos, FIJI Water, and POM Wonderful. We're looking to make the world a healthier place through an uncompromising commitment to the well-being of our employees and their families. We are currently seeking a **Senior Manager, Human Resources** who will contribute to our agile, collaborative and entrepreneurial organization.

The Senior Manager, Human Resources acts as a trusted partner to client groups and delivers high quality service to business leaders, employees, and colleagues. They partner with clients to engage and retain high performing talent, participate with HR leadership in developing strategic direction for the department, identify and drive adoption of best-in-class HR practices, while continuously resolving client and employee needs at all levels.

This role will be required onsite 5 days a week based out of our new, state of the art office space located in Shafter, CA.

Job Description

What our Senior Manager, Human Resources will do:

- Partner with client groups to manage the resolution of employee relations issues, assisting in the investigation of employee complaints and partnering with legal counsel when needed. Counsel management regarding appropriate disciplinary actions to create consistency and ensure minimal legal risk.
- Provide guidance to managers and employees on human resources policies and procedures and legal (regulatory) compliance issues in a digestible manner.
- Support the annual GROW performance management process from goal setting through end of cycle and compensation planning. Champion evergreen sustainment activities to drive engagement and ensure managers and employees are engaging in on-going development conversations.
- Consult with managers regarding market trends, job classifications, and application of compensation programs, policies, and guidelines.
- Lead Talent Planning needs to client groups.
- Conduct employee onboarding and orientation sessions.

Qualifications

Skills & experiences we are seeking in our Senior Manager, Human Resources:

- 7 - 10 years HR related experience with two or more years held in an HR leadership role.
- Fluent in conversational Spanish.
- Proven ability to develop relationships and partnerships (internal and external) at all levels of the organization.
- Proven competency investigating and resolving complicated employee relations issues.

- Ability to achieve high impact in an unstructured environment; comfort working in ambiguity.
- Fluency in California employment law; stays up to date with current trends.
- Strong working knowledge of Microsoft Office (Excel, Word, Outlook, and PowerPoint)
- Tech savvy with an understanding of various HR platforms and how they can enhance the business and experience.
- Individually secure with a calm and gracious approach.
- Adopts a 'play to win' mentality and acts boldly and nimbly in a fast-moving environment.

Pay Range: \$135,000 - \$150,000 and may include a discretionary bonus. Final compensation will be dependent upon skills & experience.

Additional Information

- Competitive benefits package including Medical (including 24/7 online access to a physician), Vision, Dental and 401k with match eligibility
- Opportunities for development and internal mobility
- Manager and leadership training, biweekly L&OD webinars, and eLearning offerings
- Companywide problem solving and continuous improvement training
- Wonderful Giving (wonderfulgiving.com) - allowing you to donate company money to a cause of your choice
- Company prioritizes wellness through its Wonderful NOW (Nourish Our Wellness) initiative, which provides a robust suite of wellness offerings such as access to mental health resources and life coaching, employee community groups, cash rewards for healthy habits, and on-demand fitness videos

The Wonderful Company's connection to consumers has health at its heart and giving back at its core. The company has a long-standing commitment to corporate social responsibility, including more than \$1 billion invested in environmental sustainability; \$65 million in charitable giving, education initiatives, and innovative health and wellness programs each year; and \$143 million toward the construction of two charter school campuses in California's Central Valley. To view the current Corporate Social Responsibility report, visit www.wonderful.com/csr.

Headquartered in Los Angeles, The Wonderful Company is a privately held \$6 billion company dedicated to harvesting health around the world through its iconic consumer brands. The company's 10,000 employees worldwide are committed to bringing consumers everywhere the freshest, most wholesome pistachios, citrus and pomegranates; bottling the finest water and wines; and creating colorful bouquets that are sure to touch the heart. This commitment is reflected in the company's market share: Wonderful Pistachios® is America's No. 1 tree nut and America's fastest-growing snack; Wonderful® Halos® is the No. 1 mandarin orange in America; POM Wonderful® is the No. 1 100% pomegranate brand in America; FIJI® Water is America's No. 1 premium imported bottled water brand; JUSTIN® Wine has the No. 1 Cabernet Sauvignon in California; and Teleflora® is the world's leading floral delivery service.

To learn more about The Wonderful Company, its products and its core values, visit www.wonderful.com, or follow us on Facebook, Twitter and Instagram.

The Wonderful Company is an Equality Opportunity Employer that provides opportunities for advancement. We are committed to creating a diverse workforce that embodies a deep culture of acceptance, equity, and inclusion. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories.