



Director, Human Resources - POM Wonderful (Fresno, CA)

- Fresno, CA, USA
- Full-time

To Apply: <https://smrtr.io/kZXLP>

Company Description

POM Wonderful delivers a whole lot of healthy. Known for our iconic double-bubble bottle, we grow, harvest, package, and market fresh pomegranates, pomegranate arils, and a selection of delicious pomegranate-blended juices and teas. With over 10,000 acres in California's Central Valley POM Wonderful is committed to unleashing the antioxidant power of our handpicked pomegranates.

Our executive team is currently seeking a **Director, Human Resources**, to act as a trusted business partner to engage and retain high performing talent, participate with leadership in developing strategic direction for the business, identify and drive adoption of best-in-class HR, Talent Acquisition and Safety practices, while continuously resolving employee needs at all levels.

This role will require onsite, 5 days a week, presence in the POM Wonderful headquarters in Del Rey, CA near Fresno.

Job Description

What our Director, Human Resources will do:

- Partner with business leaders to develop strategic and operational HR programs that will strengthen culture, improve performance, and enhance engagement within their group
- Serve as a consultant to management on key organizational and management issues and as an employee champion
- Collaborate with Leadership to develop and grow the next level of leaders at POM Wonderful
 - Develop and implement strong training programs across departments that enhance participation over time and brings diversity of trainings to employees based on business needs
- Coach business leaders on execution of performance management and talent management processes to promote a culture of high performance, continuous growth and development
 - Support the annual GROW performance management process from goal setting through end of cycle and compensation planning
 - Champion activities to drive engagement and ensure managers and employees are engaging in on-going development conversations
- Provide guidance to managers and employees on human resources policies and procedures, key organizational and management issues, and legal (regulatory) compliance issues in a digestible manner
- 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
- Hire, retain and mentor a team of HR Generalists, TA Specialists, and Safety Team members
- Consult with managers regarding market trends, job classifications, and application of compensation programs, policies, and guidelines
- Develop and conduct constructive employee onboarding and orientation sessions
- Direct reporting responsibilities to the Business Unit President

Qualifications

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

- Extensive experience as a Human Resources leader preferably within a manufacturing and agricultural business
 - Accomplished team manager with recognized mentorship, development, and supervision skills
- Demonstrated business acumen and ability to align people strategy with business strategy
 - Ability to develop relationships and partnerships (internal and external) at all levels of the organization
- Proven competency investigating and resolving complicated employee relations issues
- Bilingual fluency in written and oral communication in English and Spanish required
- Strong knowledge in California employment law, staying up to date with current trends, particularly with a large hourly and seasonal employee population
 - Understanding of how to apply California law in an effective, nimble manner
- Tech savvy with an understanding of various HR platforms and how they can enhance the business and experience
 - Strong working knowledge of Microsoft Office (Excel, Word, Outlook, and PowerPoint)
- Individually secure with a calm and gracious approach

Pay Range: \$140,000 - \$170,000 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.

POM Wonderful is the largest grower and producer of fresh pomegranates and pomegranate juice in the United States as well as the worldwide leader in fresh California pomegranates and pomegranate-based products, including our 100% pomegranate juices, healthy juice blends and teas. With nearly two million pomegranate trees in Central California, we grow, handpick and juice our own pomegranates to ensure the highest quality. Sold throughout the world and in the vast majority of North American retailers, our selection of products includes pomegranate-based juices and teas, fresh fruit when in season, and fresh arils.

POM Wonderful is part of The Wonderful Company, a successful, fast-growing privately held \$6 billion company with 10,000 employees worldwide. The Wonderful Company's connection to consumers has health at its heart and giving back in its DNA. 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 csr.wonderful.com.

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.