



# Albireo Energy

Albireo Energy is a national building automation, energy services, and electrical power monitoring system provider. Their solutions and services help building owners and managers improve efficiency and reduce operational costs while improving comfort for tenants. With almost 350 professionals and access to industry-leading technologies from Schneider Electric, Johnson Controls, Delta Controls, Tridium and Alerton, Albireo Energy provides superior services and solutions to data centers, healthcare, biosciences, government and commercial real estate. [www.albireoenergy.com](http://www.albireoenergy.com)

## Senior Human Resources Business Partner

---

***Title:*** Senior Human Resources Business Partner

***Location:*** Flexible (Located in Edison, NJ or Newark, DE)

Reporting directly to the Director of Human Resources, the Sr HRBP will provide comprehensive strategic leadership in all aspects of Human Resources. He/she will serve as a key member of the HR team to set and improve HR policies and procedures that would help drive the overall strategic direction of the business. He/she will drive the development and implementation of all Human Resources programs, policies, and procedures which will include oversight of compensation and benefits, employee relations and welfare, talent acquisition and retention, leadership development, training and development, workforce planning, and employee engagement/HR communications.

## Responsibilities:

---

- Talent Acquisition – Contribute to and drive talent acquisition process including strengthening the internal and external resources to meet hiring demands, continually improving the screening process to help identify the best talent, and developing the best programs and tools to help attract and retain top talent. Oversee the interview planning and on-boarding activities in order to maximize probability for success.
- Establish and implement tools, processes and systems to improve sourcing and selection of talent and to increase consistency across the region.
- Succession Planning and Employee Development – Assist in succession and talent planning to identify key talent, assist in the creation of development plans, and support succession and retention plans.



- Employee Engagement – Work with management teams to improve employee engagement. Work with marketing to create internal programs and communications to ensure employees are contributing to a productive company culture.
- Performance Management Process – Optimize employee productivity by leading PMP. Work with divisional leaders to improve target setting, performance reviews, and employee feedback.
- Compliance - Stay current on changes in labor laws and regulatory requirements and ensure the company is compliant with regulations in various local, state, and federal jurisdictions.
- HR Management Systems –Leverage the HR module in Microsoft Dynamic AX to optimize the HR function. Working with marketing develop and maintain an internal portal for employees to access important policies, schedule, rosters, etc.
- Provide some oversight to the payroll function.

## Requirements:

---

- An undergraduate degree and PHR/SPHR certification is required.
- 5+ years' experience in progressively responsible human resources roles.
- Experience delivering HR services in a multi-site national operation is highly desired.
- Experience working in lean environments with limited resources.
- Specific experience in heavily regulated labor states including NY, NJ and MA is highly desirable
- Proven interpersonal and leadership skills in building relationships and respect at all levels of the organization. Excellent verbal and written communications skills.
- Experience working with building contractors and a blue-collar workforce is preferred
- Demonstrated ability to multi-task and work in a fast-paced office setting.
- Ability to travel 15% of the time (Maryland and Massachusetts).

### **Behavioural Competencies**

- Strong interpersonal and communication skills
- Clear, concise, and persuasive, communication, writing and presentation skills
- Strong orientation to deadline and detail
- Decisive, with the ability to exercise good judgement under pressure
- An individual who embraces taking a hands-on approach.
- Confident, open and willing to confront difficult issues, cope with conflict, and challenges others in order to create positive change.
- Have a point of view, but flexible in considering other approaches.
- Creative problem solver
- Ability to build relationships with people at all levels of the organization



## Compensation and Application:

---

Albireo Energy offers competitive salary based on experience. Benefits include health, dental, vision, 401k w/ employer match, long-term disability insurance and life insurance.

To apply, please email your resume to [careers@albireoenergy.com](mailto:careers@albireoenergy.com)