1. Human Resources Assistant (On-Site)
   Harding Loevner (Bridgewater, NJ)
   [Apply Here](#)

2. Administrative Law Clerk (On-Site)
   DCS Lawyers (Princeton, NJ)
   [Apply Here](#)

3. Head Employment Law (On-Site)
   Wipro (East Brunswick, NJ)
   [Apply Here](#)

4. Sr. Specialist, Employee Relations (Hybrid/On-Site)
   Integra LifeSciences (Princeton, NJ)
   [Apply Here](#)

5. Senior EAP Counselor (Hybrid)
   NJ Transit (Maplewood, NJ)
   [Apply Here](#)

6. Functional Oracle HCM Core HR Lead (On-Site)
   Deloitte (Jersey City, NJ)
   [Apply Here](#)

7. Court Executive 2B - Municipal Division Manager (On-Site)
   New Jersey Courts, Somerville, NJ
   [Apply Here](#)

8. Senior Global Benefits Analyst (On-Site)
   Tandym Group (Bridgewater, NJ)
   [Apply Here](#)

9. Senior HR Compensation Systems Analyst (On-Site)
   Moody’s Corporation (Hoboken, NJ)
   [Apply Here](#)

10. Workforce Management Specialist (On-Site)
    DISH Network (Roseland, NJ)
    [Apply Here](#)
1. Human Resources Assistant (On-Site)
   Harding Loevner

Harding Loevner is seeking a proactive Human Resources Associate to join the Human Resources team. In this newly created role, the Associate will become an integral member of the team and contribute to various efforts within talent acquisition such as agency relations, university engagement, and campus recruitment. The Associate will be responsible to drive recruitment initiatives, with a focus on sourcing and screening candidates, maintaining job requisitions within the applicant tracking system (ATS), and leveraging multiple sourcing channels to build a robust and inclusive talent pipeline. Additionally, the successful individual will be accountable for delivering an exceptional candidate experience.

The Associate will also provide support to the Human Resources team in the areas of benefits and reporting. The Associate will administer benefit programs and play a key role in maintaining accurate employee records to ensure compliance with applicable laws and regulations. The individual in this role will use their analytical skills to create comprehensive reports that provide meaningful insights and support data-driven decision making within talent acquisition, employee engagement, and benefit programs. The Associate’s contributions to Human Resources reporting and metrics will help the firm stay competitive and adaptable.

The ideal candidate will have excellent verbal and written communication skills, effective project management skills, and knowledge of federal and state employment laws and regulations that inform human resources policies and procedures. In an environment that encourages curiosity, collaboration, and critical thinking, the Human Resources Associate position would appeal to candidates who are eager to demonstrate their expertise and develop their skills in various areas of human resources while partnering with colleagues throughout the firm.

This role is best suited for candidates who have:

- Bachelor’s degree in human resource management or related field
- 1-2 years of experience, preferably within Talent Acquisition or University Recruitment
- Ability to demonstrate professionalism and maintain confidentiality
- Proven problem-solving and analytical skills
- Strong collaboration skills to meet team objectives
- Proficient in Microsoft Office Suite
- Experience with HRIS or payroll platforms preferred
- Demonstrated experience using applicant tracking systems (ATS) preferred
2. **Administrative Law Clerk (On-Site)**

**DCS Lawyers**

The administrative law clerk job is in-person, and there is significant interaction with clients, prospective clients, and lawyers. Our focus is family law.

We’re in Princeton, off Alexander Road, by Route 1. It’s hourly. We’re a medium size office (around 10):

Entry Level legal clerk needed at busy seven-attorney boutique firm in Princeton, off of Rt. 1. The clerk supports the work of the attorneys by communicating with clients and attorneys, fielding calls from prospective clients, other attorneys and the Court, organizing cases, drafting documents, and other administrative duties in filing pleadings on the E-filing system, copying, filing, etc. This is a growth opportunity requiring an applicant’s strong desire to learn and advance within the legal profession.

The person we hire will be very comfortable working on a computer, using cloud platform applications, Microsoft Excel, Word, and Outlook, values our professional obligations of client confidentiality, and can find a way to get things done accurately and on a deadline. A college degree is preferred, as are recommendations from a former employer or professor. Prior experience in a law firm or having a paralegal certificate would be great, but it is not required. This is not a summer job; we are seeking applicants for full time (hourly) work. We are looking for a smart, decent human to support our important work. Start date negotiable, but the earlier the better. For those interested, contact mia@dcslawyers.com

3. **Head Employment Law (On-Site)**

**Wipro**

**Head Employment Law**

The attorney is responsible for assisting the Deputy General Counsel and Human Resources department in the management and handling of all labor and employment related matters in the Company.

The attorney will manage all employee related legal matters and generally assist the Company in all other employment related matters and work with internal teams such as HR, Compensation, Talent Acquisition in formulating, reviewing, revising policies in accordance with the law. This attorney performs job duties consistent within legal, and regulatory requirements as well as Company values, standards, culture and business practices. This attorney will act with the highest level of integrity and business and personal ethical standards in all aspects of job performance.

**Essential Duties & Responsibilities:**

* Provides in-house legal counsel on employment related matters, which may include, but not limited to, human resources issues, wage and hour law, workers’ compensation, unemployment and other state agency claims, labor relations, employee benefits, employment agreements and
policy related issues, FMLA matters, employment related litigation, grievances and arbitrations and generally assists the General Counsel, Labor Relations and Human Resources Department.

- Ensures compliance with all applicable laws, regulations and policies.
- Participates in and influences the decision-making process with appropriate clients and stakeholders.
- Identifies and assesses legal risks and opportunities within the labor and employment area and advises accordingly.
- Independently handles legal matters and projects ranging from basic to complex.
- Recognizes when to elevate certain matters to the attention of the Deputy General Counsel.
- Supervises, manages and evaluates outside counsel on employment related matters including litigation.
- Educates stakeholders on legal matters, policies and procedures.
- Perform other tasks as assigned from time to time by the Deputy General Counsel.
- Able to travel at times.

**Job Requirements Knowledge, Skills & Abilities:**

- Competence as a lawyer; ability to manage heavy workload in a high-pressure environment and ability to work with international team of lawyers across the globe.
- Good communication (oral and written) and interpersonal skills within and across departments and externally; must be proactive in providing counsel to internal clients.
- Sound judgment; ability to clearly make reasoned recommendations; ability to cross think and determine who should be kept informed.
- Self-starter with good business sense and a sense of urgency, honesty and fairness.
- Good team player, calm under pressure.

**Required Education & Experience:**

- Must have a JD degree from an accredited law school.
- Must have a minimum of seven years of substantive labor and employment experience with a corporate legal department or a nationally recognized law firm.
- Prefer candidate with experience in handling employment matters before federal, state courts and administrative agencies.
- Prefer candidate with experience in counseling internal clients on employment matters.
- Committed to being a legal business partner to internal clients.

4. **Sr. Specialist, Employee Relations (Hybrid/On-Site)**

Integra LifeSciences


Joining us is a chance for you to do important work that creates change and shapes the future of healthcare. Thinking differently is what we do best. To us, change equals opportunity. Every day, more than 4,000 of us are challenging what’s possible and making headway to help improve outcomes.
Respond and manage employee complaints presented through various avenues, in a timely manner
- Act as the first point of contact for human resources business partners and managers by providing guidance and counseling on personnel concerns, performance improvement and policy violations. Conduct, plan, organize, and lead timely investigations, which includes, scheduling and conducting interviews and engaging in fact-finding to deliver an accurate investigation report
- Act as a neutral, unbiased party to ensure that the process yields a balanced perspective and outcome
- Research and development of new policies related to changes in labor laws and U.S. legislation
- Assist with implementing Company-wide employee relations programs, policies, and procedures
- Source required data for and manage AAP and EEO annual reporting
- Provide counsel and guidance to manager and employees regarding HR policies, procedures, and practices
- Ensure fair and equitable employment practices are followed in the areas of recruitment, performance management, employee relations and benefits & compensation
- Maintaining a range of metrics to strategically inform and measure employee relations efforts

Qualifications:
- 8-10 years direct employee relations experience
- Bachelor’s degree in Human Resources or Labor Relations preferred
- Demonstrated sound judgement
- Experience conducting employee investigations and managing employee complaints

Additional details:
- This role is hybrid between Princeton, NJ and remote

In an effort to minimize the spread of the coronavirus and to protect our employees, all new hires in the US and Puerto Rico will need to be fully vaccinated for COVID-19 in order to be considered for employment with Integra LifeSciences, unless eligible for an accommodation as provided by law.
Integra LifeSciences is an equal opportunity employer, and is committed to providing equal employment opportunities to all qualified applicants and employees regardless of race, marital status, color, religion, sex, age, national origin, sexual orientation, physical or mental disability, or protected veteran status.

This site is governed solely by applicable U.S. laws and governmental regulations. If you'd like more information on your rights under the law, please see the following notices:
EEO Is the Law | EOE including Disability/Protected Veterans

Integra LifeSciences is committed to provide qualified applicants and employees who are disabled veterans or individuals with disibilities with needed reasonable accommodations in
5.18.2023 LISTSERV

accordance with the ADA. If you have difficulty using our online system due to a disability and need an accommodation, please email us at careers@integralife.com or call us at 855-936-2666.

5. Senior EAP Counselor (Hybrid)
   NJ Transit

Forbes List of America's Best Employers 2022

Move forward with us! At NJ TRANSIT, you'll join us in transforming the third-largest transportation agency in North America. We are committed to delivering safe, reliable service that gets customers to their destinations on time—and we're looking to hire talented folks with a commitment to excellence to make it all possible.

Summary:

The position performs intake screening of EAP (Employee Assistance Program) clients, employees and their dependents, determines preliminary assessment of problem, collects work performance data, provides short-term counseling and recommends possible treatment options. Monitors voluntary and mandatory drug/alcohol clients for treatment compliance.

Roles and Responsibilities:

- Provides intensive case-management services such as communicating with employee, supervisor, and treatment professionals on a periodic basis to assess progress and provide regular back-to-work conferences. In accordance with the US Department of Transportation 49 CFR Part 40, perform Substance Abuse Professional (SAP) evaluations and follow up services to safety sensitive personnel. Performs Pre-Employment evaluations involving safety sensitive and non-safety sensitive personnel.
Communicates regularly with Medical Services, Labor Relations, Disability, Bus & Rail Operations. Provides outreach services to all NJ TRANSIT employees by visiting sites and providing education and prevention services and distributing brochures, flyers, and posters on various topics.

Performs assessment onsite during crisis situations and emergencies. Provides Critical Incident Stress Management (CISM), grief and trauma counseling, as required. Provide Federal Railroad Administration (FRA) Drug/Alcohol Awareness Training for new hires. Participate in FRA Inspections. EAP related customer service training provided to bus employees.

Evaluates treatment centers and providers to maintain and expand resource file. Reviews provider credentials assess quality of care and makes recommendations to Director, EAP.

Provides weekly Relapse Prevention Group in EAP offices to alcohol/substance use disorder employees and counsels employees on how to identify and manage situations that lead to drug/ alcohol relapses. Provides psycho-education group support services to departments, as needed. Provide specialized training to management and supervisors as requested, i.e. Police De-Escalation Training/Awareness.

Conducts relevant lunch and learn workshops and training programs to provide education, prevention and awareness and to promote health and wellness.

Provides consultative services to NJ TRANSIT management regarding troubled employees. Counsels and guides management in the necessary skills to be able to identify employees who may be referred to EAP.

**Education, Experience, and Qualifications:**

- Bachelor’s Degree in Social Work, Sociology or Psychology, or equivalent. - Required
- Master’s degree and/or Doctorate in Social Work, Sociology, Psychology or Counseling. - Preferred
- Five (5) years’ experience in a professional counseling atmosphere or related area, three (3) years of which should be clinical experience in mental health and substance abuse and EAP counseling. - Required
Must be licensed or certified in Social Work, Psychology or Counseling and a minimum of three (3) years clinical experience in mental health and substance abuse and EAP counseling.

Knowledge and Skills:

- Knowledge of Employee Assistance Program Core Technology principles and applications.
- Knowledge of and clinical experience in the diagnosis and treatment of substance abuse-related disorders.
- Must be experienced in interpretation of Department of Transportation 49 CFR Part 40 regulations including CFR parts 219, 655 and 382.

Certificates, Licenses, Registrations:

- Current state license or state certification to practice as a mental health practitioner, (e.g. Social worker, clinical psychologist, marriage and family counselor, professional counselor) is required.
- DOT qualified Substance Abuse Professional (SAP) is required and must be renewed every 3 years.
- Certified Employee Assistance Professional (CEAP) is required and must be renewed every 3 years.

Working Environment:

Must perform at the main office in Maplewood and three (3) satellite offices in Hoboken, Matawan, and Camden.

At NJ Transit you will enjoy a competitive salary and excellent benefits package:

- Comprehensive Family Health Insurance – Prescription, Dental, Vision
- Flexible Spending Account
- Life Insurance
- Paid Leave
- Tuition Assistance
- Qualified Transportation Expense Plan (QTE)
3 YEAR VESTED Retirement Plan Options:

- 401(a) is a 6% employer contribution
- 401(k) at least 6% with an additional 3% company match

At NJ TRANSIT we support and depend upon the diversity of our staff. NJ TRANSIT is an Equal Opportunity Employer

6. Functional Oracle HCM Core HR Lead
   Deloitte

Position Summary
Are you interested in working in a dynamic environment that offers opportunities for professional growth and new responsibilities? Are you interested in helping clients drive alignment with their business, improve organizational and human resource performance and establish a culture focused on adding business value? That is what the new generation of human resource transformation is all about. If you are seeking a role that offers you the opportunity to advise Government and Public Services (GPS) clients through critical and complex issues, while allowing you to develop personally and professionally, consider a career in Deloitte’s Human Capital practice.

Work you’ll do
As a Functional Oracle HCM Core HR Lead on our Human Capital team, you will:

- Assist with tasks such as: system strategy, gathering and documenting business requirements, leading fit-gap analysis, as-is and to-be business process designs, prototype demonstration, functional configuration, testing, and client user training as it relates to Oracle HCM Cloud Core HR
- Perform project tasks independently and lead workstreams, directing the efforts of others
- Participate in and lead the development of deliverable content that meets the needs of the client and contract
- Review deliverables for accuracy and quality
Use your prior experience to anticipate client needs and formulate solutions to client issues

The team
Deloitte’s Government and Public Services (GPS) practice – our people, ideas, technology and outcomes—is designed for impact. Serving federal, state, & local government clients as well as public higher education institutions, our team of over 15,000+ professionals brings fresh perspective to help clients anticipate disruption, reimagine the possible, and fulfill their mission promise.

The HR Transformation offering (HRT) transforms the way HR enables the business and the workforce. In this world of disruption, we believe that HR has an opportunity to take the lead and own enterprise-wide issues for the organization. From the creation of HR strategy using our leading Oracle-enabled HR Transformation labs, the application of design thinking that allows HR to challenge how work gets done today, to navigating the ever-evolving HR technology landscape to determine the right digital solutions to enable transformation, our HR Transformation practice is focused on helping HR take the lead.

Qualifications
Required:

- 5 years of consulting or industry experience delivering HCM solutions (preferably Oracle Cloud)
- Experience as a functional lead on at least 1 full life-cycle implementation of the Core HR module for Oracle HCM Cloud
- Must be legally authorized to work in the United States without the need for employer sponsorship, now or at any time in the future
- Ability to travel between 0-50%, on average, based on the work you do and the clients and industries/sectors you serve
- Bachelor’s degree

Preferred:

- Big 4 consulting experience
- Oracle Core HR Cloud Certified Implementation Specialist
The wage range for this role takes into account the wide range of factors that are considered in making compensation decisions including but not limited to skill sets; experience and training; licensure and certifications; and other business and organizational needs. The disclosed range estimate has not been adjusted for the applicable geographic differential associated with the location at which the position may be filled. At Deloitte, it is not typical for an individual to be hired at or near the top of the range for their role and compensation decisions are dependent on the facts and circumstances of each case. A reasonable estimate of the current range is $113,000 to $189,000.

You may also be eligible to participate in a discretionary annual incentive program, subject to the rules governing the program, whereby an award, if any, depends on various factors, including, without limitation, individual and organizational performance.

GPSHC_OracleHCMCloud

Recruiting tips

From developing a stand out resume to putting your best foot forward in the interview, we want you to feel prepared and confident as you explore opportunities at Deloitte. Check out recruiting tips from Deloitte recruiters.

Benefits

At Deloitte, we know that great people make a great organization. We value our people and offer employees a broad range of benefits. Learn more about what working at Deloitte can mean for you.

Our people and culture

Our diverse, equitable, and inclusive culture empowers our people to be who they are, contribute their unique perspectives, and make a difference individually and collectively. It enables us to leverage different ideas and perspectives, and bring more creativity and innovation to help solve our client most complex challenges. This makes Deloitte one of the most rewarding places to work. Learn more about our inclusive culture.

Our purpose

Deloitte’s purpose is to make an impact that matters for our clients, our people, and in our communities. We are creating trust and confidence in a more equitable society. At Deloitte,
purpose is synonymous with how we work every day. It defines who we are. We are focusing our collective efforts to advance sustainability, equity, and trust that come to life through our core commitments. Learn more about Deloitte’s purpose, commitments, and impact.

Professional development

From entry-level employees to senior leaders, we believe there’s always room to learn. We offer opportunities to build new skills, take on leadership opportunities and connect and grow through mentorship. From on-the-job learning experiences to formal development programs, our professionals have a variety of opportunities to continue to grow throughout their career.

7. Court Executive 2B - Municipal Division Manager (On-Site)
New Jersey Courts

Description
When you come to work for New Jersey Judiciary you will join an 8500-member strong team that operates with the highest standards of independence, integrity, fairness and quality service. You will be engaged with work that has purpose, meaning and makes a difference in lives of the public we serve. We work hard every day to build the public’s trust and confidence in our court system, which includes issues such as bail reform, marijuana decriminalization and recovery court. Whether it be in a courtroom, an administrative office, a courthouse training room, an IT office or in the field, our Judiciary workforce is improving the lives of countless individuals and families every day. We honor the dignity and individualism of each member of our organization while fostering professionalism and continuous improvement in our work.

SALARY: The salary range for this position is $96,029.52 to $143,735.58. For newly hired individuals, the starting salary will normally be at the minimum of the salary range. For current Judiciary employees, salary upon promotion or advancement will be an increase of 5% of base salary, not to exceed the maximum of the range, or the minimum salary of the band/level, whichever is greater.
The Judiciary offers a strong opportunity for growth.

Every applicant should be aware that if selected for this position, you must be prepared to work in Somerset, Hunterdon, and Warren Counties.

***Applicants who applied to the previously posted Announcement # 2023-07361 posted on March 28, 2023 will be considered in the applicant pool for this position and need not reapply.***

The Somerset/Hunterdon/Warren Vicinage is seeking an individual who is committed to the provision of quality service with strong leadership, conflict management, influencing and negotiating, managing human resources, decision making, organizational awareness and interpersonal skills. Under the direction of the Court Executive 3b (Trial Court Administrator), the Municipal Division Manager oversees all aspects of municipal court operations and will formulate and direct the implementation of Judiciary plans, programs and procedures, and manage Judiciary resources. The Municipal Division Manager also provides guidance to the Assignment Judge, Municipal Presiding Judge, and Trial Court Administrator on Municipal Court matters.

The Municipal Division Manager ensures that the Vicinage's 65 Municipal Courts operate in compliance with the New Jersey Court Rules, Statutes, Administrative Directives and policies established by the Administrative Office of the Courts and the Vicinage Assignment Judge. Duties will include, but are not limited to, the following: advise managers on deadlines, rules, regulations or related information; direct case flow management; develop strategies for backlog reduction; recommend and implement court improvement plans; interpret accounting or financial data; provide financial assistance; ensure proper reconciliation of court accounts; ensure adherence to Vicinage 13 Municipal Court Succession Planning; prepare and review budgets; recommend personnel actions; assess staff performance; mentor/coach staff and provide direction and feedback; participate in team or work unit meetings; plan agendas for meetings, prepare technical reports; explain Judiciary policies or procedures to clients or customers; check program success through site visits or testing; investigate complaints; respond to attorneys, litigants or citizen complaints; assign workload/specific duties to staff; conduct training sessions or orientation programs; write grants; implement programs, operating procedures or systems; oversee, coordinate and moderate municipal court mediation program; investigate disciplinary matters: implement corrective action plans; and provide technical assistance to Municipal Judges and court staff. The Municipal Division Manager will provide recommendations and guidance to municipal leaders on the matters of: continuity of operations planning; facility renovations; security
planning; court consolidations; court separations; ensure proper procedures for custodial municipal court records; and municipal court personnel hiring. Also, performs related duties/work as required.

REMOTE WORK: The Judiciary currently offers a hybrid work schedule, and this position may qualify for up to 2 days of remote work outside of Judiciary buildings. To participate in this program, you will be required to have high speed home internet access.

Example of Duties

See position description above.

Qualifications
Graduation from an accredited college or university with a bachelor’s degree and five years of professional administrative and/or program management experience which shall have included responsibility for reviewing court activities for compliance with laws, court rules or administrative directives; consulting with judges, attorneys and law clerks; evaluating case management systems; coordinating activities between agencies, government and enforcement units; and/or preparing and analyzing case processing statistical reports and three years of supervision of staff.

Substitution: Applicants who do not possess the required education may substitute additional professional experience on a year-for-year basis with one year of such experience being equal to 30 semester hour credits. An associate's degree and two years of additional professional experience may be substituted for the required bachelor's degree. A master's degree may be substituted for one year of experience as indicated above -OR- a law degree may be substituted for two years of experience as indicated above.

Education Note: Degrees conferred outside of the United States must be evaluated by a recognized evaluation service. (See www.naces.org/members.html)

Supplemental Information
Driver's License: Appointee will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle is necessary to perform essential duties of the position.

Authorization to Work: US citizenship is not required. Selected candidate must be authorized to work in the US according to Department of Homeland Security, US Citizenship and Immigration Services regulations.
Special Note: Newly hired employees must agree to a thorough background check that will include fingerprinting. All data received will be kept in strict confidence except to inform the individual of the findings and what action will be taken as a result of this information.

Residency Law: Pursuant to N.J.S.A. 52:14-7 (L. 2011, Chapter 70), also known as the "New Jersey First Act," all persons newly hired by the Judiciary must establish, and then maintain, principal residence in the State of New Jersey.

HOW TO APPLY:

The NJ Judiciary requires all applicants to complete the application process fully and as instructed. All applicants must complete the work experience and education sections and attach any required documents. Applications must describe all relevant work experience in detail, beginning with your current or most recent job, including military service (indicate rank), internships and job-related volunteer work, if applicable. Use a separate section to describe each position. Applicants who indicate "see resume" or enter their initials to acknowledge that they have skipped the Work History and Education sections will not be considered, unless they do not possess any education history or work experience. Only applicants that follow the application instructions and submit completed applications will be considered.

The New Jersey Judiciary consists of: the Supreme Court, the Superior Court including the Appellate Division and the Trial Court of the 15 vicinages in New Jersey, the Tax Court and the Municipal Court System. The Administrative Office of the Courts provides technical assistance, operational support, training, research and development, budget and personnel coordination, and development and operation of information systems for the Courts of New Jersey.

The Judiciary of New Jersey is an Equal Opportunity/Affirmative Action Employer Committed to Ensuring an Open Door to Justice

NeoGov applicant support at 1-855-524-5627 (toll free call) Monday through Friday, 8:00 AM to 5:00 PM Pacific Standard Time (PST)
8. **Senior Global Benefits Analyst (On-Site)**  
Tandym Group

A retail organization located in New Jersey is actively seeking an experienced and collaborative professional to join their staff as their new Senior Global Benefits Analyst. In this role, the Senior Global Benefits Analyst will be responsible for international benefit plans and supports the company's global wellbeing US benefit plans as necessary.

**Responsibilities**

The Senior Global Benefits Analyst:

- Reviews and analyzes international annual renewals and reconciliations; assesses claims data to determine appropriateness of renewal increasers
- Works closely with global consultants and vendors on a regular basis
- Assesses current benefit programs, market trends, legislative, tax and social changes that impact company programs to make plan roadmap recommendations
- Supports project manager with international Total Rewards Statements including developing, updating testing and regional deployment
- Assists in the development of reporting metrics and benchmarking of current plan performance and costs, including risks and opportunities
- Tracks budgeting and invoicing for applicable benefit plans
- Supports RFP process and implementations as necessary
- Monitors benefit programs to ensure adherence to internal policies and external legislation including compliance of all regional and country legislation
- Compiles, analyzes, and reports benefit data, plan performance and financial reports as required
- Completes market surveys and studies, evaluates best practices, and benchmarks plans as necessary
Qualifications

- Bachelor's degree
- 5-7 years of experience working with benefit plans
- Knowledge and experience working with US and International benefit programs which a strong emphasis on international benefit plans
- Strong analytical and project management skills and comprehension of insurance underwriting and actuarial concepts
- Proficient with Microsoft Office
- Knowledge of HRIS systems
- Ability to analyze data, perform mathematical calculations in computing rates, premiums, and adjustments
- Strong communication and writing skills; ability to prepare written summaries in PowerPoint to present to management

9. Senior HR Compensation Systems Analyst (On-Site)
Moody's Corporation

Imagine what we can INSPIRE with you
Moody’s empowers people to make better decisions and achieve brighter futures. This is what motivates us to bring out the best in our products and our people. Join us. Forward Together.

Moody’s is a developmental culture where we value candidates who are willing to grow. So, if you are excited about this opportunity but don’t meet every single requirement, please apply! You may be a perfect fit for this role or other open roles.

Moody’s is a global integrated risk assessment firm that empowers organizations to make better decisions.

At Moody’s, we’re taking action. We’re hiring diverse talent and providing underrepresented groups with equitable opportunities in their careers. We’re educating,
empowering and elevating our people, and creating a workplace where each person can be their true selves, reach their full potential and thrive on every level. Learn more about our DE&I initiatives, employee development programs and view our annual DE&I Report at moodys.com/diversity

   Department
   MSS – HR
   Role/Responsibilities
   Promote and advance the direction of Moody’s Compensation strategy and framework by strongly partnering with HRBPs, business leaders, finance, payroll, and other stakeholders.
   Trusted advisor to Compensation and our business leaders through effective consultation and interpretation on all areas of compensation that drive the execution through our HRIS platform.
   Partner with our Compensation team to integrate SuccessFactors Employee Central with Compensation module.
   Participate and influence Compensation design and planning of programs, policies, and procedures to meet the business needs.
   Manage annual process with SuccessFactors Compensation module, merit budget, base pay, and variable compensation through effective collaboration with the compensation operations team and delivery with respective teams.
   Act as a change agent for the organization by leading efforts to transfer knowledge on Compensation programs and processes across the business through transparent discussion, effective listening and building positive relationships.
   Participate in enterprise Compensation initiatives as needed.
   Qualifications
   Bachelor’s degree in related field or equivalent work experience.
   3+ years of SAP SuccessFactors Compensation and Employee Central modules experience required. System accreditation preferred.
   3-5 years progressive Compensation technology experience including configuring, testing, and implementing Compensation forms
   Excellent excel skills and proficient in MS Office Suite.
   Experience with HRIS processes, benchmarking and using agile methodology.
   Knowledge of relevant US, Canada Federal, State/Provincial, Local laws/regulations related to compensation preferred.
   Ability to be consultative and pragmatic in Compensation programs and recommendations while leading through influence.
   Moody’s is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, sexual orientation, gender expression, gender identity or any other characteristic protected by law.
   For US-based roles only: the anticipated hiring base salary range for this position is $95,400 to $138,300, depending on factors such as experience, education, level, skills, and location. This range is based on a full-time position. In addition to base salary, this role is eligible
for incentive compensation. Moody’s also offers a competitive benefits package, including not but limited to medical, dental, vision, parental leave, paid time off, a 401(k) plan with employee and company contribution opportunities, life, disability, and accident insurance, a discounted employee stock purchase plan, and tuition reimbursement.

Candidates for Moody’s Corporation may be asked to disclose securities holdings pursuant to Moody's Policy for Securities Trading and the requirements of the position. Employment is contingent upon compliance with the Policy, including remediation of positions in those holdings as necessary.

10. Workforce Management Specialist (On-Site)
DISH Network

Department Summary
DISH is a Fortune 200 company with more than $15 billion in annual revenue that continues to redefine the communications industry. Our legacy is innovation and a willingness to challenge the status quo, including reinventing ourselves. We disrupted the pay-TV industry in the mid-90s with the launch of the DISH satellite TV service, taking on some of the largest U.S. corporations in the process, and grew to be the fourth-largest pay-TV provider. We are doing it again with the first live, internet-delivered TV service – Sling TV – that bucks traditional pay-TV norms and gives consumers a truly new way to access and watch television.

Now we have our sights set on upending the wireless industry and unseating the entrenched incumbent carriers.

We are driven by curiosity, pride, adventure, and a desire to win – it's in our DNA. We’re looking for people with boundless energy, intelligence, and an overwhelming need to achieve to join our team as we embark on the next chapter of our story.

Opportunity is here. We are DISH.

This role can be performed out of Tulsa, OK or Roseland, NJ.

Job Duties And Responsibilities
As a Workforce Management Specialist, you will join a team of real-time analysts in the Direct Sales Command Center and play a key role in helping the department achieve its service level and staffing goals.

Primary Responsibilities:

- Monitor call queues, agent utilization, and same-day staffing to ensure service levels and staffing needs are on track to meet daily goals
- Monitors all agents skills, talk times, after call work, hold times, excessive break times, time spent in projects, and training in real-time
- Identify in real-time reasons for service level spikes, agent-state anomalies, and trends.
- Provide intra-day performance reports to leadership

5.18.2023 LISTSERV
● Analyzes center and agent historical performance and proactively communicates recommendations to improve service levels
● Perform regular audits between systems to ensure accurate data

Other Responsibilities:

● Manage and maintain Call-Out line and report attendance incidents
● Review and approve agent time off and schedule change requests
● Perform regular audits between systems to ensure accurate data
● Work closely with site leadership to assist in promoting schedule adherence and call time threshold guidelines
● Perform other duties and assignments as directed

Skills, Experience And Requirements

● Bachelor’s Degree; or two years related experience and/or training
● Must possess good oral and written communication skills with all levels of personnel and be able to multitask in a fast-paced environment
● Strong analytical, communication, and organization skills
● Self-motivated and must excel in a minimally managed high profile position
● Knowledge of call center fundamentals

Salary Range
Compensation: $18.84/Hour - $30.96/Hour

Compensation And Benefits
We also offer versatile health perks, including flexible spending accounts, HSA, a 401(k) Plan with company match, ESPP, career opportunities, and a flexible time away plan; all benefits can be viewed here: DISH Benefits.

The base pay range shown is a guideline. Individual total compensation will vary based on factors such as qualifications, skill level, and competencies; compensation is based on the role's location and is subject to change based on work location. Candidates need to successfully complete a pre-employment screen, which may include a drug test and DMV check.