
*We are
hiring*



Job Announcement

About Pearson Packaging System

Grow alongside Pearson, as we disrupt the packaging industry with innovative ways of solving our customers' automation needs. Challenge the status quo, apply new ways of thinking and help us dominate the secondary packaging automation market.

With our portfolio of case erectors, robotic top-loaders, sealers and robotic palletizers, Pearson Packaging Systems helps a diverse set of high-volume manufacturers and distributors in the food, beverage, personal care, household and industrial chemical, pharma and distribution industries overcome labor cost and supply, safety, quality and throughput challenges. Since our inception, nearly 70 years ago we have deployed over 23,000 machines.

To be able to deliver on our promise to our customers, maintain our values of integrity, service, and continuous improvement, and sustain growth rates above industry expectations, we look for people who care – care to make a difference and go the extra mile to exceed customer expectations, both internally and externally.

Director of Human Resources

Salary Range: \$117,000 to \$162,000

Your role with us:

As the Director of Human Resources, you will be a key member of the executive leadership team. You will have responsibility for developing and implementing HR strategies, policies, and programs that align with the company's goals and foster a positive organizational culture. The successful candidate will possess a strong background in all areas of HR management, including talent acquisition, employee relations, performance management, compensation and benefits, training and development, and HR compliance.

Does this sound like you?

You have demonstrated expertise in all areas of HR management. You know a solid HR department lies at the heart of a healthy and well-run organization. Your experience in managing talent acquisition, employee relations, performance management, compensation and benefits, training and development and HR compliance allow you to navigate between employee and organizational needs with ease. This experience allows you to make appropriate and timely decisions to address HR challenges.



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You are a strong problem solver and communicator. Technical skills? Check. But can you also professionally and effectively communicate with employees and managers, supporting needs and outcomes for both? Strong communication skills with a problem-solving mentality and mediation/negotiation skills are critical to this role.

You know how to develop and grow a high performing team. You have a proven track record of building high-performing teams and fostering a positive organizational culture. Your experience in leading an HR team will allow you to multiple resources and develop others into problem solvers who will help you to drive change in the organization.

You can navigate through change. You see change as an opportunity to improve rather than an obstacle to overcome. With your strong leadership and strategic planning skills, you have the ability to not only embrace change, but to influence and drive it at all levels of the organization.

How you will contribute to our growth:

By working with our internal stakeholders to develop and execute HR strategies that support business objectives and promote a culture of engagement, collaboration and continuous improvement.

Through your ability to build and maintain positive relationship with employees, serving as a trusted advisor to management and employees on a wide range of HR issues, including performance management, conflict resolution, and disciplinary action, ensuring fair and consistent treatment for all employees. Fostering trust and satisfaction with the company's culture and work environment.

With the high caliber talent, you are able to recruit to the organization and retain through ongoing support and implementation of programs to enhance employee engagement and retention.

You can manage our compensation and benefits plans with ease. Managing the design, implementation, and administration of competitive compensation and benefits programs that attract and retain employees while ensuring compliance with legal and regulatory requirements.

What you will need to succeed:

- Bachelor's degree in human resources management, business administration or related field.
- 8+ years of experience in human resources, including management roles.
- 3+ years of leadership experience in HR, ideally in a senior managerial role.
- Experience managing all aspects of HR including recruitment, talent development, employee relations, compensation & benefits, and compliance.
- Proven experience in strategic HR planning, aligning HR initiatives with overall business strategy.
- Industry-specific experience in manufacturing or mid-size organization is preferred,



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- Proficiency in HRIS systems (e.g., Paycom, ADP, Paychex, etc.)
- Strong knowledge of labor laws and regulations (local, state, and federal).
- Expertise in compensation & benefits administration, employee development, and performance management systems.
- Familiarity with HR analytics, data-driven decision-making, and experience in using tools for measuring HR effectiveness.
- SHRM-CP or SHRM-SCP certification preferred.

What we offer you:

- Competitive industry compensation
- Our top-tier Health and Wellness Plan offers ease of mind and ensures that you and your family are well taken care of.
- Career advancement opportunities within Pearson and expert training in a skill set for which the sky is the limit.
- Time and time again, we have been recognized amongst the most progressive workplaces in our industry.
- 401K & Matching Contributions.
- Executive level earning potential.
- Tuition reimbursement program.

Ready to join us?

Email your resume and letter of interest to Jobs@PearsonPKG.com

