



A Berkshire Hathaway Company

People Relations Partner

LaGrange, GA

Summary

Duracell is an iconic brand and the world's leading manufacturer of high-performance alkaline batteries, power cells, and rechargeables. We are the most trusted source of personal power because of our sustained commitment to innovation, producing more compact, more powerful, and longer lasting batteries.

People Relations Partners (PRP's) are responsible for partnering with leadership teams in employee relations, performance management, employee engagement and culture, communications, and overall organizational health. They provide guidance and compliance to company policies and local law/regulations as well as partner with Health, Safety, and Environment. They focus on the ongoing HR initiatives, collaborating with various HR functions to support leadership teams goals and objectives.

As a People Relations Partner, some of your essential duties and responsibilities may include:

- Lead and manage the day-to-day operations of Human Resources activities.
- In partnership with the site leadership team, create a culture that aligns with the company values and strategy. Guide leadership in areas of diversity and inclusion, belonging and wellbeing, employee engagement, and respectful workplace.
- Provide employees with coaching to ensure consistent, effective job performance (behavioral and technical).
- Serve as the main employee interface for issues related to employee and manager conflict and organizational crisis management.
- Provide guidance on the approach to manage under performance and termination, in accordance with local regulations and policies.
- Support an annual merit pay program to ensure the process adheres to the principles of the performance management system.
- Manage the off-cycle salary changes and promotions.
- Support employee action plan development in response to company surveys.
- Ensure action plans are in place to improve engagement plans.
- Serve as liaison between the organization and global communications owner.
- Manage employee communication process for all HR activities, business policies, promotions, etc.
- Lead the process for managing on-site contractors.
- Other duties as assigned, including but not limited to labor relations, policies and procedures, compliance, community relations, and HR site administration.

Education & Experience

Please consider applying if you have:

- Listens and communicates well in a team environment.
- Displays excellent written and oral communication skills, including the ability to give effective presentations and to write clear and actionable proposals.

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- Is analytical; uses sound judgment in decision making by basing decisions on factual information.
- Shows personal initiative and drives for results to ensure deliverables meet cost and schedule requirements.
- Exhibits a high level of integrity and directness/candor.
- Can coach and teach new and challenging tasks to develop mastery in others
- Meets deadlines regularly and works well in a fast-paced environment.
- Quickly adapts to changing environments and business direction.
- 5-10 years of progressive Human Resources experience preferably in the manufacturing environment.
- Degree in Business or Human Resources.
- SHRM Certification preferred.

If you can imagine yourself in this role, we look forward to hearing from you. Duracell is committed to hiring incredible talent and, as such, offers competitive compensation packages and employee benefits. To this same end, Duracell respects and values the aspects that make each candidate unique and, as an Equal Opportunity employer, is committed to providing a work environment that is free of discrimination against employees and applicants on the basis of any factor prohibited by applicable laws and regulations.