



We are America's Best Communications Installation, Construction and Infrastructure Services and Technology Company serving the Cable, Broadband and Telecommunications industry. We are seeking a **Corporate HR Director** in **Sioux Falls, SD**.

You are ideal for this exciting opportunity because you ***thrive in a growth environment!*** You can effectively influence others through data, sound reasoning and solid business cases. You strike a positive balance between employee advocacy and the business needs that will achieve growth goals and success.

The ideal candidate will demonstrate the ability to work across multiple levels of leadership and build transparent and collaborative relationships both inside and outside the HR team. The individual will be approachable, collaborative, and trustworthy, adaptable to business changes, data driven and have excellent verbal and written communication skills. You love what you do, and you are ready to bring your strategic and operational human resource management skills to TAK, we want to hear from you!

Responsibilities:

- Provides employee relation support and guidance to, management, employees and other staff when complex, specialized, and sensitive questions and issues arise; may be required to administer and execute routine tasks in delicate circumstances such as providing reasonable accommodations, investigating allegations of wrongdoing, and terminations.
- Identify, develop, and deliver effective ways to increase staff retention, employee engagement and productivity, including strategies to enhance employee engagement, leadership, training, staff development, feedback, and coaching in the field and corporate office.
- Works with CHRO to develop human resource planning models to identify competency, knowledge and talent gaps and develop specific programs to fill the identified gaps. Areas of activity will include talent management through proper succession planning programs for key contributor and management positions, training and development programs for preparing employees for more significant responsibilities, and general business development programs to enhance employee knowledge and understanding of the business of the company.
- Manage external brand and communications to drive positive scores as it relates to (google, indeed, social media). Create materials including intranet stories, videos, situational FAQs, to assist with company website and social media accounts (Facebook, Twitter) and measurement reports; engage on crisis communications topics.
- Drive performance culture working with executives, managers and employees on development and execution of performance management systems and processes to ensure timely and well executed performance feedback.
- Mitigate legal risk to the organization through identifying opportunities where proactive training and/or coaching can improve individual and group performance.

- Develop market-based compensation insights to build pay structures to ensure competitive base and incentive pay strategies to ensure the organization attracts and retains top talent.
- Maintains knowledge of trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law.
- Lead and participate in HR projects as needed, including cross functional and business initiatives.
- In conjunction with CHRO, regularly analyze benefit offerings, evaluating the usage, plan design, services, coverage, effectiveness, cost, plan experience and competitive trends, and make appropriate short and long-term recommendations. On a periodic basis, benchmark to ensure market competitiveness and best practices.
- Other duties as assigned.

Qualifications:

- Bachelor's degree in, Human Resources, Business Administration or a related field required.
- 5 or more years in a Senior HR Business Partner role.
- SPHR/PHR Certification.
- Proficiency in Excel, Word, PowerPoint, and Outlook required.
- Successful experience with change management principles and a demonstrated ability to drive and manage the change process from strategic planning through implementation and follow-through.
- Demonstrated expert written and verbal communication skills and a proven capability to present complex concepts in a concise and understandable way to a variety of audiences, including the highest level of the enterprise.
- A strong aptitude for leading through influence, setting direction, and delivering results. Strong leadership, analytical, and written communication skills.

TAK Communications, Inc. strives to hire, recruit, and promote associates without regard to race, color, gender, religion, national origin, disability, sexual orientation, or veteran status. TAK is an Affirmative Action Equal Opportunity Employer. TAK Communications will make reasonable accommodations in compliance with the Americans with Disabilities Act.

Please apply online with a resume at <https://takcommunications.clearcompany.com/careers/jobs/>