



Ainsworth-Benning Construction, a Journey Group Company, located in Spearfish, SD, is looking for a Human Resources Generalist who is able to initiate action and manage change in a dynamic environment. The HR Generalist will be responsible for leadership support in developing and managing programs that attract, motivate, develop, reward and retain the best people to meet the organization's goals and objectives. This includes efficient and effective implementation and management of numerous aspects of human resources.

Essential Duties and Responsibilities

- Develop a strong understanding and appreciation of the organization's structure, culture and objectives in order to administer human resources programs and processes that are aligned with and sensitive to the organization's mission and values.
- Administer cost effective recruitment and sourcing tools including advertising, job boards, job fairs, educational institutions, professional associations, and community resources.
- Plan and administer new employee onboarding, focusing on adding talent and ensuring a positive experience for applicants and new employees.
- Provide consultation, advice, coaching and interpretation of employment policies and regulatory compliance, including policy understanding and documentation to managers and employees.
- Develop and deliver HR training to management and employees, including new employee orientation, new supervisor training, and management development training.
- Administer compensation and benefits plans to establish competitive programs and ensure compliance with legal requirements.
- Work on a variety of special projects as required for the development and implementation of business initiatives and programs that support the needs of the company.

Education and Experience

- College degree in Human Resources, business administration or related field preferred.
- HRCI or SHRM certification preferred.
- At least 3-5 years of increased responsibility in the Human Resources field preferred, including experience in recruitment, onboarding, training and employee relations.
- Previous experiences in the construction industry would be a plus.
- An equivalent combination of education and experience sufficient to successfully perform the essential job duties and responsibilities.

About Ainsworth-Benning Construction, A Journey Group Company

Ainsworth-Benning Construction is a premier commercial general contractor serving South Dakota, Wyoming, North Dakota, Montana and Nebraska for over 65 years. Our team provides best value projects and customer satisfaction for our clients. A career with the Ainsworth-Benning team provides you with the opportunity to make a difference in your profession and your community.

To learn more about Ainsworth-Benning Construction, A Journey Group Company, visit our website at: www.ainsworthbenning.com

Please apply by emailing your resume to: careers@ainsworthbenning.com
Journey Group is an Affirmative Action and Equal Opportunity Employer- Minority/Female/Veteran/Individuals with Disabilities