



<b>Job Title:</b>	Regional HR Business Partner (Southeast)
<b>Location:</b>	Panama City, FL
<b>Employment Status:</b>	Full-time
<b>Reports To:</b>	This position will report to HR Director – Operations & Supply Chain
<b>Travel (%):</b>	30 %
<b><u>Major Roles &amp; Responsibilities</u></b>	<p>Kraton Corporation is looking to hire a key member of our HR Team. The Regional HR Business Partner will be responsible for providing human resources expertise for the plants in the Southeast Region while fostering an environment in alignment with our key values and objectives.</p> <p><b><u>Major Roles &amp; Responsibilities:</u></b></p> <ul style="list-style-type: none"><li>• HR Business Partner to the Panama City, FL, Savannah, GA, and Pensacola Plant Management teams</li><li>• Manages the overall talent acquisition process for the site (recruiting through new hire orientation).</li><li>• Assists managers in administration of labor agreement, including disciplinary action, grievance handling, and union/management relations</li><li>• Key member of the sites negotiations team.</li><li>• Administers HR programs such as tuition refund, student loans, job posting, headcount and turnover reporting, compensation and talent management.</li><li>• Assists in investigation of internal EEO complaints and in the preparation of responses to charges filed with external agencies.</li><li>• As required, assists employees and managers with Talent Management activities such as drafting and submitting new and revised position descriptions, developing annual objectives, along with talent development plans.</li></ul> <p><i>The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.</i></p> <p><i>Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.</i></p>
<b><u>Skills and Experience</u></b>	<ul style="list-style-type: none"><li>• Bachelor's degree in human resources or related field required.</li><li>• A minimum of 5 years hands-on HR experience preferably in a manufacturing environment.</li><li>• In depth knowledge of labor relations practices and relevant law with past experience leading union negotiations.</li><li>• Experience in employee engagement, leadership development, HRIS systems and training.</li><li>• Full understanding of all facets of HR.</li></ul>
<b><u>How to Apply</u></b>	Submit your resume to <a href="mailto:jobs@kraton.com">jobs@kraton.com</a>