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Manager, Human Resources [more...](#) ▼

Location: Dallas, TX
Company: Nestlé Waters North America Inc.
Posted: August 07, 2010

Job Title: **Manager, Human Resources**

Function: **Human Resources - NWNA**

Location: Dallas, TX

Shift: Day

Description:

Nestlé Waters North America (**NWNA**), with 2009 reaching over \$4 billion, is the largest bottled water company in the United States with many of the nation's strongest regional brands. Our Beliefs ' Respect, Honesty, and Teamwork have guided how we interact, how we lead, and how we make decisions.

This guidance has driven our success for over 30 years. Our heritage began with Perrier Sparkling Natural Mineral Water, the only brand we sold in 1976) Today, we distribute 7 of the top 10 brands in North America. **NWNA** has been the bottled water industry leader for more than two decades.

People are increasingly returning to water as their choice of refreshment and a source of well-being. Today, we are looking for talented individuals who live these Beliefs in everything they do, and can use them to further grow our business. With approximately 7,500 employees nationwide and over 100 locations, we are the largest US Company in our industry.

Few companies ever experience the tremendous growth we have enjoyed over the past 30 years. The **Human Resources Manager** will be part of the leadership team for the manufacturing plant of approximately 150 non-union employees located in the Mountain Creek area near Arlington.

The state-of-the-art manufacturing facility opened in early 2007) Responsibilities include, but are not limited to:

- ' Lead the Change Management strategies for continuous improvement and HR related initiatives.
- ' Lead the overall recruiting effort for frontline and salaried leadership positions. ' Provide active HR leadership and execution in critical business initiatives. ' Manage frontline roundtable feedback process, pulse surveys and other forms of upward feedback. ' Partner with business leaders to plan and execute leadership development strategies. ' Effectively present critical HR information to audiences at different levels. ' Train leadership teams on leadership and trust-building skills. ' Coach leaders on 360° feedback interpretation and follow-up. ' Counsel/guide leaders through complex employee relations issues. ' Investigate/address harassment complaints. ' Administer internal appeals procedure. ' Successfully develop and execute proactive union awareness/avoidance strategies. ' Ensure compliance with all applicable labor and employment laws; handle **OFCCP** audits or other inquiries from regulatory agencies, as needed. **KEY SUCCESS DELIVERABLES**

- 1) Maintain a proactive & aggressive union free culture; continue the success in place to lead the management team for this culture
- 2) Building the necessary relationships with leaders
- 3) Leadership Training and Development
- 4) Successfully manage significant business changes
- 5) Strategic staffing management for this high growth facility.

Requirements:

Requirements:



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Successful candidates should possess effective communication and presentation skills, the ability to lead organizational initiatives and change, efficient time management and organization skills, and the ability to formalize and grow partnerships with business partners. 3 - 5 years **Human Resources** experience is required. A bachelors or masters degree in **Human Resources Management** is preferred along with prior experience with Lean Manufacturing, TPM or Six Sigma continuous improvement methodologies. Industries: Food, Beverage & Tobacco.

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