

Human Resources Generalist

Fulltime | Kennesaw, United States

WHO WE ARE

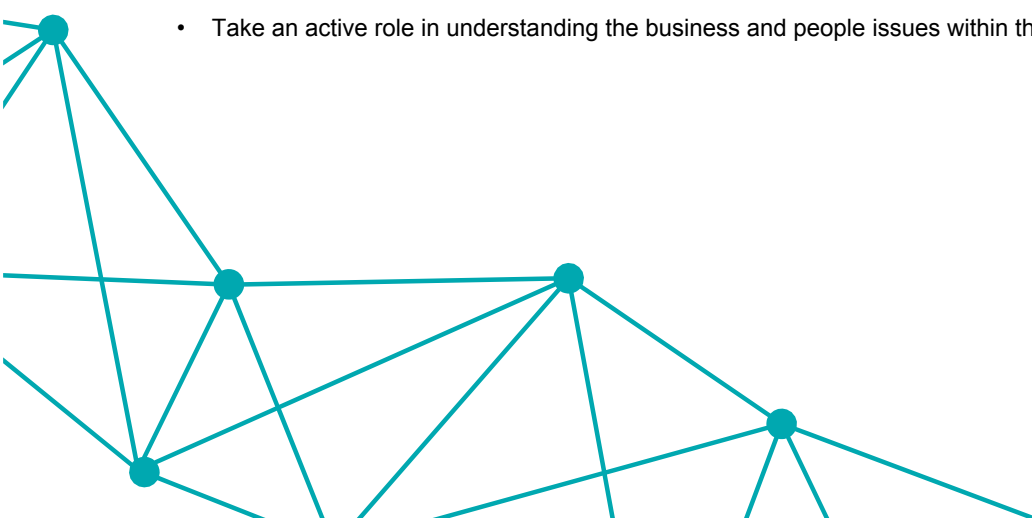
At KNAPP (pronounced K-NAP, not Nap!), we “Make Complexity Simple” by offering intelligent solutions for digitizing and automating everything from production and distribution to the last mile and stores. We are the customer’s value tech chain partner, which means partnering with the customer to create the most value within each link in their supply chain. Leveraging the latest software, AI and Robotics technology, we continue to disrupt the logistics automation industry for the world’s industry leaders in grocery, healthcare, retail, e-commerce, apparel & manufacturing. We are a global company with our US headquarters located just North of Atlanta in Kennesaw, GA. KNAPP specializes in automated solutions for both WMS (Warehouse Management Systems) and WCS (Warehouse Control Systems) for B2B (Business to Business) and B2C (Business to Consumer) customers. We are a growing company of over 7,200 employees worldwide and in over 50 countries that is privately held, with 7% of our revenue reinvested in R&D, ensuring a strong and vibrant future! Join us and see how you can help change the world! For more information, visit www.knapp.com.


WHAT YOU GET TO DO

The Human Resources (HR) Generalist performs a wide range of duties in a variety of HR functional areas including, employee relations, training, performance management, talent development, policy implementation, and employment law compliance.

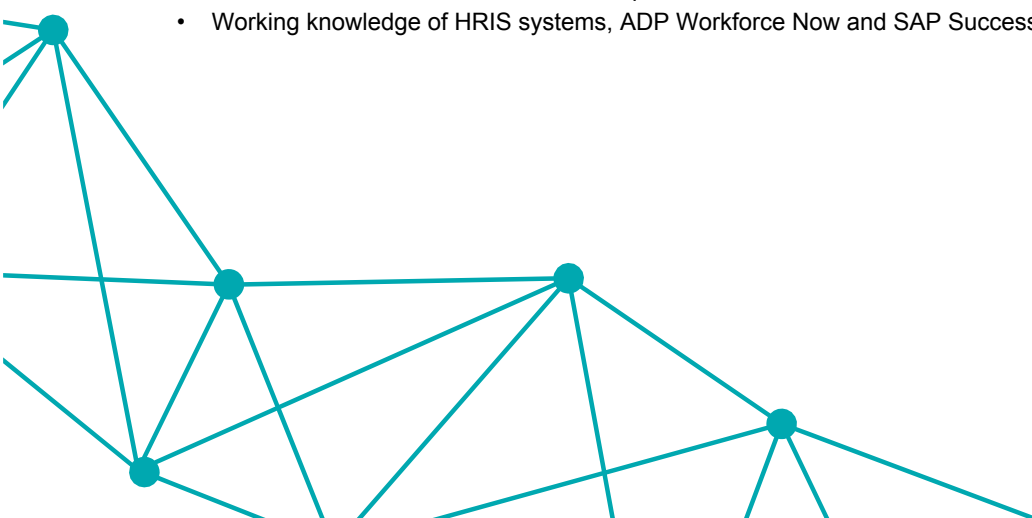
Essential Duties and Responsibilities:

- Take an active role in understanding the business and people issues within their assigned business units.

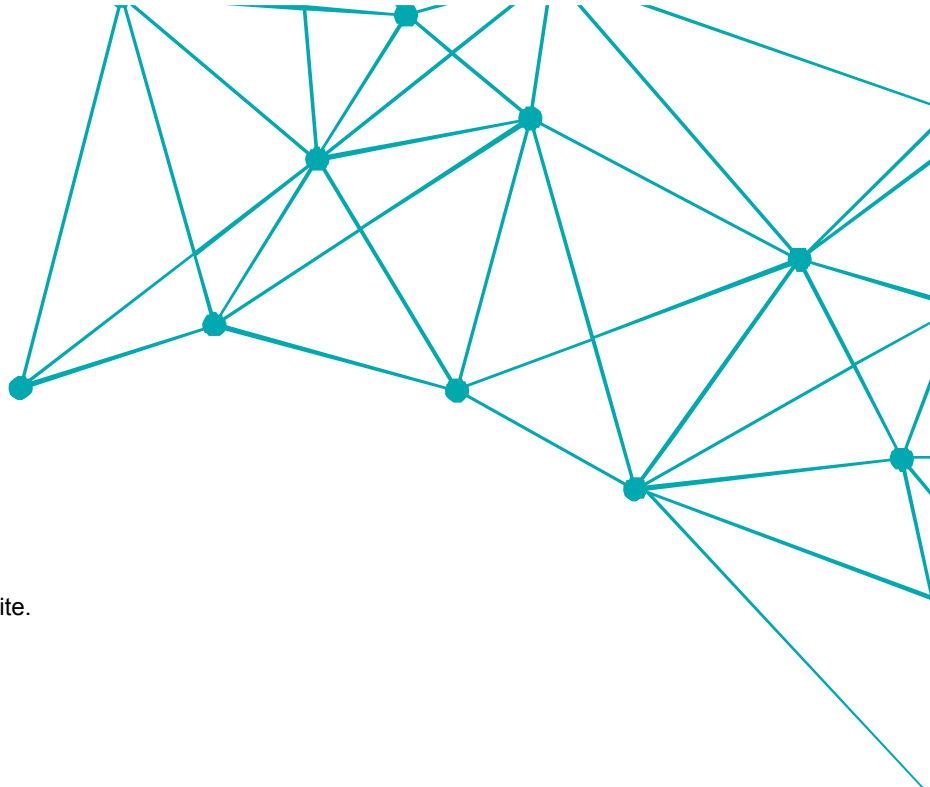


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- A decorative graphic in the top right corner consisting of a network of teal lines connecting several circular nodes, forming a complex web-like structure.
- Collaborate effectively with business leaders on strategic organizational design and management within assigned business units under the direction of Human Resources Business Partner (HRBP).
 - Partner with business leaders to drive engagement, culture, and retention in their areas of the business.
 - Ensure that HR policies and processes are consistently administered within assigned business units.
 - Partner with HRBP on the roll out of, and compliance with, general HR initiatives within their business units.
 - Advise and assist management and employees on employee concerns and issues by interpreting applicable HR policies and procedures and making responsible recommendations.
 - Manage Employee Relations Investigations and resolutions including but not limited to allegations or harassment and discrimination.
 - Manage employee accommodations and assist with leave management process as needed.
 - Support HRBP in the execution of recruitment strategies to effectively staff business units.
 - Support HRBP with initiatives such as: Performance Management, Merit Planning, Compensation Planning and Talent Reviews.
 - Prepare reports for business units and management.
 - Take an active role in mentoring and developing junior staff members.
 - Maintains compliance with federal, state and local employment and benefits laws and regulations.
 - Partner with HRBP and Legal to ensure legal compliance with all applicable federal and state requirements.
 - Develop and conduct various HR related trainings.
 - Perform all other duties as assigned.

WHAT YOU HAVE

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- A decorative graphic in the bottom left corner consisting of a network of teal lines connecting several circular nodes, forming a complex web-like structure.
- Bachelor's degree in Human Resources or related business degree or equivalent combination of education, experience and training.
 - 5+ years of progressive Human Resources experience, including at least 1 year working with distributing or manufacturing sites.
 - SHRM-CP/SCP or PHR/SPHR highly desired.
 - Strong understanding of applicable Labor Laws, both State and Federal, and regulations and related HR legislation. Experience directly with California and Canadian employment law strongly desired.
 - Ability to build relationships and influence others across multiple operations.
 - Work with minimal supervision and manage multiple assignments/tasks simultaneously.
 - Detail oriented, accurate with a high level of reliability.
 - Ability to handle conflict and deal with ambiguity.
 - Excellent communication skills both written and verbal.
 - Excellent business communication and presentation skills .
 - Working knowledge of HRIS systems, ADP Workforce Now and SAP Success Factors preferred.





- Working knowledge of Microsoft Office Suite.

Working Conditions and Environment:

- Travel required up to 15%
- Authorization to work in the U.S.
- Passport or ability to obtain passport
- Professional office etiquette is required at all times
- Physical requirements may include:

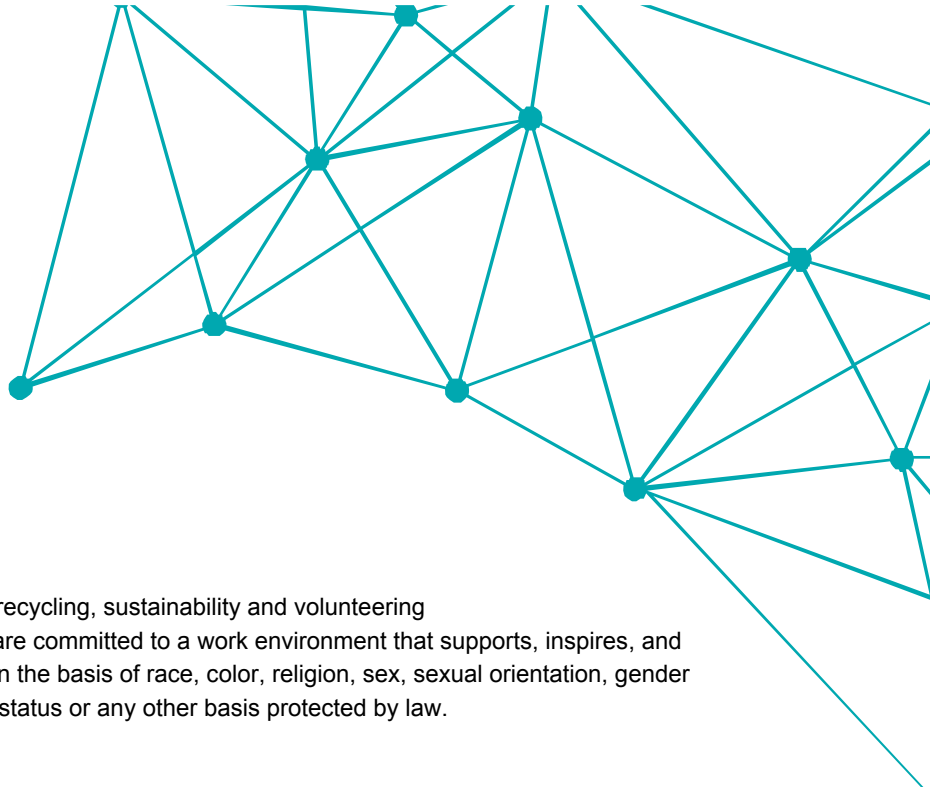
sitting for long periods of time, standing, walking, speaking, visual acuity, finger dexterity, listening, reaching at arm's length, and lifting up to 30 pounds.

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WHAT YOU WILL GET

- 2 remote days per week
- Half day Fridays
- A beautiful new, state-of-the-art, office complex in Kennesaw, GA
- Industry competitive compensation
- Great benefits with better than average employer contributions, including health, dental, vision, life insurance, Flexible Spending Accounts, Short & Long Term Disability and more!
- 401k with a very generous employer match and no vesting!
- Paid Vacation & Holidays
- Profit Sharing
- Paid Parental Leave
- Subsidized Daycare
- Tuition Reimbursement
- Pet Insurance
- Subsidized food delivery
- Monthly celebrations
- Quarterly employee events





- Corporate Social Responsibility including recycling, sustainability and volunteering

KNAPP is an equal opportunity employer. We are committed to a work environment that supports, inspires, and respects all individuals without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran, disability status or any other basis protected by law.

Due to the safety-sensitive nature of this position, strict adherence to KNAPP's drug-free workplace policy is required. All candidates will be subject to drug-screening in accordance with the policy and will be expected to remain drug-free during their employment. There will be no exception if recreational or medical use of marijuana is permitted in the location of employment and/or residence or if use of marijuana is only during "off-hours."

