

HR Business Partner - Senior Level

Oakbrook, IL • Human Resources

Job Type

Full-time

Description

We are HALO! We are the leader of a rapidly growing \$25B industry. Our nearly 2,000 employees and 1,000 Account Executives located in 40+ sales offices across the United States create unforgettable, meaningful, and lasting brand experiences for our over 60,000 clients globally. As a global leader in branded merchandise, uniform programs, and recognition and incentive solutions, we combine unparalleled creativity, targeted strategic insights, the diversity of our talent, and flawless execution to unleash the energy and spark the magic that create unforgettable moments, energizing and amplifying brands to capture - and hold - the attention of the people who matter most to our client's success.

HALO is looking for a senior-level HR Business Partner - a true, strategic advisor to business leaders. HALO leaders will count on you as their go-to consultant that can connect their business challenges to people solutions. You will never be bored in this role. Each day you'll put to use your HR generalist background and influence leaders on their people priorities: Team effectiveness; Organizational restructuring; Fostering inclusive teams; Diagnosing organizational challenges - that's the opportunity when you're an HRBP at HALO.

HALO is committed to its hybrid workplace model and believes bringing teams together in-person on common days is essential to operate as One HALO. As part of this effort, we require employees that resides within a 30-mile radius of the Sterling, IL or Oakbrook, IL offices to work from these locations anywhere from 1-3x a week.

Responsibilities

- Analyze and diagnose current state operating models and team structures
- Confidently influence, coach, and counsel leaders on people related matters
- Translate business goals to recommendations of new approaches, structures, processes, policies and procedures
- Identify opportunities to improve work processes, communication, collaboration, and recognition, and accountability for organizational synergies
- Design, own and quickly implement solutions that cut across multiple disciplines and functions, even those outside the scope of traditional "HR"
- Play an active role in embedding inclusion into all talent processes
- Exhibit comfort being strategic, operational, and addressing urgent needs of the day
- Coach leaders and managers on how to lead inclusively, leveraging HALO Diversity, Equity and Inclusion Center of Excellence
- Act as a change agent for company-wide talent processes
- Develop workforce plans for each unit you support
- Support acquisition integrations to maintain employee engagement levels: effective communication, change management, organizational re-design

Requirements

- 10+ years of relevant HR and business partner experience
- Demonstrate HR expertise and business understanding
- Strong business acumen and the ability to effectively implement HR strategies

- Effectively communicate complex and technical information to non-HR audiences
- Exhibit a results-orientation that uses emotional intelligence, initiative, creativity, a drive for continuous improvement
- Willingness to roll up your sleeves and lead projects from end to end
- Strong influencing, negotiation and facilitation skills
- Foster and maintain collaborative relationships with customers, peers and senior leadership
- Strong project leader with proven problem-solving skills
- Extensive knowledge of and experience coaching others to apply the principles and practices of organizational development/effectiveness/behavior with the ability to positively impact the structure, culture and effectiveness of the organization
- Ability to collect and synthesize large quantities data to recognize trends
- Working knowledge of multiple human resource disciplines, including organizational effectiveness, compensation practices, organizational diagnosis, employee relations, diversity and inclusion, performance management, and federal and state respective employment laws
- Flexibility and adaptability to balance the need for structure and guidelines with the need to be agile, creative, and progressive

More about HALO

HALO is the industry leader in promotional products and brand engagement. Sales Leaders and industry veterans recognize HALO for its unrivaled set of capabilities. In Account Management you and your teammates help clients take full advantage of all that HALO has to offer and increase the speed with which they achieve their branding and marketing goals. When you join, HALO also offers:

- **Career Advancement:** At HALO, we love promoting from within. Internal promotions are the key to our exponential growth in the last few years. With so many industry leaders at HALO, you'll have the opportunity to accelerate your career by learning from their experience, insights, and skills and gain access to HALO's influential global network, leadership experiences, and diverse thinking.
- **Culture:** We love working here and know that you will too. You can expect a positive culture of *ingenuity, inclusion, and relentless determination*. We push the limits of possibilities and imagination by staying curious, humble, and provocative in order to break through yesterday's limit. Diversity is the source of our creativity and we thrive when each of contributes to an inclusive culture of respect, dignity, and equity mindset in everything we do. We keep our promise for excellence with an unrelenting commitment to achieving results and supporting one another to stay accountable, transparent, and dependable.
- **Recognition:** You're going to succeed here, and you can count on us to celebrate your wins. Colleagues across the company will join in recognizing your big milestones and nominate you for awards. Over time, you'll earn so much recognition that you can convert into gift cards, trips, concerts, and merchandise at your favorite brands.
- **Flexibility:** Most roles offer hybrid work. In addition, we pride ourselves on flexible schedules that help you find a balance between professional and personal demands. We believe that supporting our customers is the priority and trust that you and your manager will find a schedule to achieve that priority.
- **Work with your favorite brands:** HALO clients include over 100 of the Fortune 500 as well as thousands of mid and small-size organizations. You'll be on teams that are focused on the future of our industry and bringing our customers fresh ideas that are first-in-the-world.
- **Stay well at HALO:** At HALO, we have benefits that support all parts of your life and to find a work-life balance custom to you. We offer *nationwide coverage* for Medical, Dental, Vision, Life and Disability insurance, and additional Voluntary Benefits. In addition, we offer easily

accessible mental healthcare for you and your family. Prepare your financial future with our 401K Retirement Savings Plan, Health Savings Accounts (HSA), and Flexible Spending Accounts (FSA).

HALO is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We insist on an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law. Inclusion is a core value at HALO and we seek to recruit, develop and retain the most talented people.