



## Human Resource Business Partner

Join University Human Resources, a dynamic and evolving team of HR professionals committed to the future success and wellbeing of the faculty, staff, and students of Montana's land-grant university!

The HR Business Partner (HRBP) is the conduit between central HR and the assigned client group(s) (i.e., colleges, departments, centers, administrative units, etc.). This important change agent role collaborates with partners in University Human Resources (UHR) and is responsible for: aligning business objectives with employees and management in designated client groups; consulting with management on human resource-related issues; assessing and anticipating HR-related needs; communicating needs proactively with UHR and business management and developing integrated solutions. The position builds and maintains partnerships across the HR function to deliver value-added service to management and employees that reflects the mission and priorities of MSU.

Responsibilities may include but are not limited to:

- Participates in strategic planning and implementation of business needs.
- Contributes to the development of innovation and integrated business solutions and strategy formulation.
- Apply organization and HR strategy as developed by leadership through operational solutions that may include one or more major operational divisions or multiple
- Solid understanding of organization's business, drivers, objectives, employee population and organizational culture.

### Required Qualifications:

1. Substantial relevant experience in human resources or certification or Bachelor's degree in human resources (or related field) or equivalent combination of education and experience.
2. Advanced knowledge of and expertise in HR practices and application of human resources concepts.
3. Experience providing high-quality advice and human resource guidance to clients in a consulting capacity.
4. Demonstrated competence using personal computers and various software such as word processing, spreadsheets, database, presentation, email and internet. Microsoft Office software preferred.
5. Demonstrated experience gathering and compiling information to analyze and evaluate complex matters.
6. Demonstrated experience delivering training and presenting to small and large groups.

**Preferred Qualifications:**

1. Working knowledge of human resource laws and regulations.
2. Certification in SHRM or HRCI.
3. Experience in one or more of the following specialist areas: compensation, recruitment and selection, performance management, organizational development, or employee and labor relations.
4. Successful experience providing customer service for a diverse group of internal and external constituents in a complex organizational environment.

Montana State University is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of an individual's race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran's status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation. In support of the University's mission to be inclusive and diverse, applications from qualified minorities, women, veterans and persons with disabilities are highly encouraged.

This is a full-time benefitted overtime exempt position with a starting salary of \$60,000 annually.

To apply please visit: <https://jobs.montana.edu/postings/24253>