**Senior Manager, HR (hybrid) at Becton Dickinson**

**Be part of something bigger!**

BD is one of the largest global medical technology companies in the world and is advancing the world of health by improving medical discovery, diagnostics and the delivery of care. We have over 65,000 employees and a presence in virtually every country around the world to address some of the most challenging global health issues.

**JOB OVERVIEW:**

This role provides business partnering support to the Regulatory Affairs, Finance, and Business Development.  The HR Business partner has strong knowledge of HR processes, can effectively partner with the business, acts independently and is responsible for end-to-end support for the assigned client group. He/she acts as a trusted advisor to the business/functional leader and drives the talent agenda and execution of business initiatives by building capability in the team. In addition to providing HR Business Partner support, this role will also provide HR support for Surgery on key processes such as Inclusion, Diversity & Equity and HR Analytics.  The role leverages HR COEs (Centers of Excellence), the Associate Service Center and Employee Relations to deliver HR tools, processes and relevant data/metrics to the client group. The position reports to the VP of HR for the Surgery Business Unit.

This role provides flexibility to work a few days weekly on site in Warwick and a few days remotely.

**PRINCIPAL ACCOUNTABILITIES AND IMPACT:**

* Acts as a partner to the Leader/Leadership Teams of client groups and other leaders as needed to drive business growth, build talent and advance BD culture. Focuses on being an effective ‘business’ partner by understanding business challenges and pro-actively taking steps to implement initiatives.
* Engages with business leaders to pro-actively identify people-related issues and initiatives, provide leaders with regular updates on planned activity, advise managers on employee implications of people related business decisions, and act as coach to senior leadership.
* Responsible for the staffing process by helping drive and build action plans in partnership with Talent Acquisition Team to maintain an active pipeline of talent ensure opened roles are filled timely with the right talent.
* Apply total reward concepts to attract, motivate, and retain key employees. Providing associates and business leaders with appropriate information on, and interpretation of, compensation and benefits programs and policies. Work in conjunction with the Total Rewards Team to coordinate the annual merit and PIP process and take part in discussions and reviewing proposals initiated by managers.
* Facilitate effective performance management practices by helping to define success, establish measurements, provide feedback, and reward performance. Provide guidance and advice to managers on performance issues and issue resolution.
* Act as an interface with legal and Employee Relations teams to ensure timely resolution of employee relation issues and prevent possible disputes or litigation.
* Partners closely with the Surgery HR team and Leadership team to ensure alignment across business unit with regards to communication strategy and BU wide initiatives.
* Responsible for Employee Engagement, Inclusion and Diversity initiatives and Employee Retention.
* Overall responsible for developing diverse talent in the business / function by creating and executing a plan and by leveraging various forums available across the organization for this purpose.
* Periodic travel required to other sites, such as Vernon Hills, IL.
* Sphere Of Influence - The HRBP must be able to build and effectively manage relationships across the matrix. Must pro-actively identify issues that impact their client group, make plans and drive the execution. The HRBP needs to understand and provide inputs into key business decisions like organizational structure and design etc.
* Strategic Thinking and Problem Solving-The HRBP role requires commercial and strategic acumen to be able to support and coach their leaders. Often times, problems may not always be identifiable and sometimes may be ill defined. The HRBP must have the capability to deal with this complexity and contribute solutions that have significant impact.

**QUALIFICATIONS:**

* Bachelor’s degree required, preferably in HR Management, Business Administration, or related HR field. MBA preferred.
* Minimum 6 years of professional experience in Human Resources, in a generalist/HR Partner capacity that required change management, organizational effectiveness/development, policy development and administration, recruitment/selection, compensation, employment law, positive employee relations, performance management, HRIS and/or employee and management training/development.
* Professional of Human Resources (PHR/SPHR) Certification desired
* Proficient in Microsoft Office Suite, especially Excel, PowerPoint, Word, and Outlook.
* Workday or other HRIS system experience.
* Strong HR process and business partnering experience.
* Strong communication skills, and executive presence.
* Strong influencing skills across multiple levels, functions and cultures with a sense of urgency and ability to navigate the organizational dynamics.
* Organization Design and Change Management experience preferred.
* Building trust and collaboration, Conflict management and Managerial courage
* Organizational savvy to apply managerial courage and maintain relationships when confronted with complex and/or difficult situations
* Demonstrated success in translating ambiguous business needs into strategies and concrete team and individual development actions
* Possesses personal credibility as embodied by proven track record of success, able to instill confidence in others, able to frame complex ideas in useful ways, takes appropriate risks, able to provide candid observations and alternative insights on business issues.
* Interpersonal and Political Savvy
* Coaching/mentoring skills

*For certain roles at BD, employment is contingent upon the Company’s receipt of sufficient proof that you are fully vaccinated against COVID-19. In some locations, testing for COVID-19 may be available and/or required. Consistent with BD’s Workplace Accommodations Policy, requests for accommodation will be considered pursuant to applicable law.*

**To apply for this opportunity, please use the following link:**

<https://jobs.bd.com/job/warwick/senior-manager-hr-hybrid/159/39067091024>

**Why join us?**

A career at BD means being part of a team that values your opinions and contributions and that empowers you to bring your authentic self to work. Here our associates can fulfill their life’s purpose through the work that they do every day.

You will learn and work alongside inspirational leaders and colleagues who are equally passionate and committed to fostering an inclusive, growth-centered, and rewarding culture. Our Total Rewards program — which includes competitive pay, benefits, continuous learning, recognition, career growth, and life balance components — is designed to support the varying needs of our diverse and global associates.

To learn more about BD visit <https://jobs.bd.com/>

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