



JOB OPENING – Human Resources Manager – Des Moines

Walsh Door & Security is seeking a HR Manager based out of our Des Moines, IA office. Walsh Door & Security specializes in fabricating, and distributing doors, frames, hardware, and electronic security for commercial customers throughout the upper Midwest. We are a growing company and are looking for the right candidate to take Walsh to the next level. If you have a desire to work for a 155+ year old business, enjoy working hard, and in a fast-paced environment, this is a great opportunity!

Job Description:

- Provide hiring experience from recruiting through onboarding that attracts the best and brightest people to our team and engages them in value-added careers.
- Work with the leadership team, serve as a resource for resolving employee relation issues that arise in a caring, supportive manner that is respectful to all parties involved.
- Advise, coach, and develop managers and supervisors on ways to consistently and effectively role model behaviors that engage and retain team members (employees).
- Develop and lead an effective program for team member development, retention, and succession planning.
- Lead the performance management process ensuring we are driving engagement, development, and innovation with every team member.
- Maximize the use of technology in managing HR information across the organization.
- Work closely with the Marketing team to ensure our internal communications are consistent with our brand and drive our culture across all areas of the business.
- Maintain compliance with an up-to-date knowledge of HR regulations, legislation, and provides expertise and support to the organization.

Job Requirements:

- A Bachelor's degree in HR, organizational development or related is strongly preferred with proven levels of success showing progressive responsibility reaching the Manager level of expertise (minimum of 5+ years experience); PHR/SPHR or SHRM-CP/SCP current certification is preferred.
- Broad ranging communication, problem resolution and conflict management skills are critical.
- Previous experience in training, development, and facilitation along with in depth experience with HR Information systems is preferred.
- The candidate must possess strong communication skills and demonstrate the willingness to collaborate with all levels within the organization

Benefits:

- Health Insurance – Highly competitive, quality health insurance for single- or family-coverage options available with full-time positions. Company pays majority of premium.
- 401k Savings Plan – Company contributes up to 4% of wages.
- Life Insurance – 100% company paid \$50,000 life insurance policy.
- Short Term Disability – 100% company paid policy.
- Long Term Disability – 100% company paid policy.
- Holiday – 7 paid holidays.
- Vacation – Personal Time Off program starting on hire date.
- Dental Insurance – Delta Dental of Iowa.

To apply or for more information about our company, go to www.WalshDoor.com.

Walsh Door & Security is an Equal Opportunity Employer.

DES MOINES

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150+ YEARS QUALITY,
SERVICE & SOLUTIONS