

**HR Business Partner**

The HR Business Partner provides tactical and strategic consultation to assigned business unit leaders on talent management strategies in support of business objectives. This role supports HR programs and processes within the assigned business unit including talent, performance, compensation, organization design and development, various assessments, and talent planning as well as other key initiatives. Serving as a liaison to the HR Centers of Excellence (COEs), including Talent Acquisition, Learning & Development, Total Rewards, and Talent Management, the HR Business Partner assesses and anticipates HR-related needs of the business units and seeks to develop integrated solutions. This position may be located in our New Orleans, LA. or Gulfport, MS. office.

**Duties/Responsibilities**

* Deliver value-added services to business unit management to identify and align the talent and business needs of their assigned business units. Partner with business unit management and HR COEs to provide expert consultation on talent management solutions including talent acquisition and development, succession planning, organizational design and development, workforce planning, compensation, performance management, and associate engagement in support of business objectives.
* Embrace the HR Operating Model by proactively and effectively collaborating with HR COEs to positively influence outcomes and provide integrated solutions for assigned business units. Support annual, routine, and ad-hoc HR processes within assigned business units. Ensure proper hand-off to HR Service Center or HR COEs as appropriate.
* Work directly with business unit leadership to diagnose and analyze current and future talent needs, including workforce planning, development opportunities, as well as attraction and retention strategies. Facilitate organizational change on complex change efforts, i.e. major efficiency and process/performance improvement projects. Advise on organizational structure to keep aligned the business demands.

**Position Qualifications**

* Bachelor's degree in HR or related field (or equivalent working experience or training) required.
* A minimum of 3 years of related experience. Relevant HR generalist experience working with leaders in a large, corporate environment is preferred. Financial Services experience preferred. Working knowledge of multiple disciplines within HR as well as general business acumen is required.
* PHR or SHRM-CP certification preferred.
* Strong client focus with outstanding judgment, critical thinking, and analytical skills.

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