

**Human Resource Business Partner**#22-837

**Job Description**

Principal HR Business Partner Functions will support and partner with Functions including but not limited to Corporate Finance, IT and the newly created Chief Growth Office and Chief Transformation office.  The Chief Growth Office consists of Sales, BD and Technological growth across the company. Reporting to the Sr. Director, HR Functions, the Principal, HRBP will play a key role in supporting company executives and must have strong strategic thinking. The position will be based in the Andover, MA HQ. The HRBP will utilize the centers of excellence in Talent Attraction, Talent Management and Total rewards to deliver the full HR service model to the business.

You are responsible for partnering with key company leaders and you will:

* Drive the HR Talent Strategy in partnership with the Business Leaders to deliver the Strategic Operating Plan & 1MPACT plan
* Deliver workforce planning, compensation planning, talent management and succession planning and handling employee relations
* Provide thought leadership and coaching to managers on organizational design and development matters,
* Coach and advise leaders on the interaction with business teams and cross functional matrix structures
* Act as an HR Strategic Leader and change agent to implement programs that support the business goals with help from your HR leader
* Own the team engagement in partnership with the leaders
* Embody the Mercury Cultures and Values as well as a one HR team approach

**You are a part of**

A team that will set the stage for Mercury to scale our business and build a strong leadership team to deliver our strategic operating goals and objectives.

**To succeed in this role, you should have the following skills and experience**

 Bachelor's Degree in Human Resources or related field required

* 5+ years' experience in human resources including Business Partner experience
* Experience working across a matrix organization
* Strong understanding of the compensation, recruiting, employee life cycle, and employee engagement

**Additional Preferred Knowledge, Skills & Ability:**

* Knowledge of benefits administration, payroll, and other HR functions a plus
* PHR certification a plus
* Excellent communication, leadership, and planning skills

Click below to apply:

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