

Personal

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<https://www.linkedin.com/jace-wilson>

Professional Memberships

- Human Resource Certification Institute (HRCI)
- Society For Human Resource Management (SHRM)

Resilient, driven, and enthusiastic BSHR with 7 years of experience in human resources management in manufacturing. Skilled in managing HR teams at various levels of expertise, including recruiters. Extensive knowledge of employee benefits and rewards programs. Well-versed in labor law and fiscal regulations about employment. Direct involvement in dispute, disciplinary, and union discussions and negotiations. Impartiality in all labor matters to ensure decisions are fair and unbiased. Entering all talks to find an amicable solution, build employee relations and serve business objectives. Keen to continue my HR career in the manufacturing sector.

Work experience

Human Resources Manager Jan 2017 - Present
Danone Nutricia NZ Ltd., Greenfield

- Managing an operational team of 18 employees ranging from senior to entry-level
- Approving the compliance of all job offers and employee benefits included in each offer
- Overseeing the implementation of employee award programs
- Tackling HR and H&S issues across a wide range, including absenteeism management, performance issues, and disciplinary procedures
- Negotiating with onsite union members and union leadership
- Member of the company's collective bargaining team
- Mediating between department management and individual staff members to resolve disputes equitably
- Remaining impartial and unbiased in all matters to ensure employee rights and business needs are met fairly
- Striving to build healthy employee relations by meeting regularly with line managers and engaging with employees through an "open door" policy
- Managing all HR compliance with labor legislation and financial regulations
- Advising and supporting plant management in all HR matters, labor law, and employment-related financial regulations
- Ensuring company culture and values are communicated to all employees and upheld

Skills

Communication	● ● ● ● ●
Negotiation	● ● ● ● ●
Labor law	● ● ● ● ●
Employee benefits	● ● ● ● ●
Employee relations	● ● ● ● ●

Education and Qualifications

Bachelor of Science in Human Resources Feb 2010 - Dec 2013
Dunedin

References

Rod Griffiths Milligans Food Group
(643) 400 0000
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