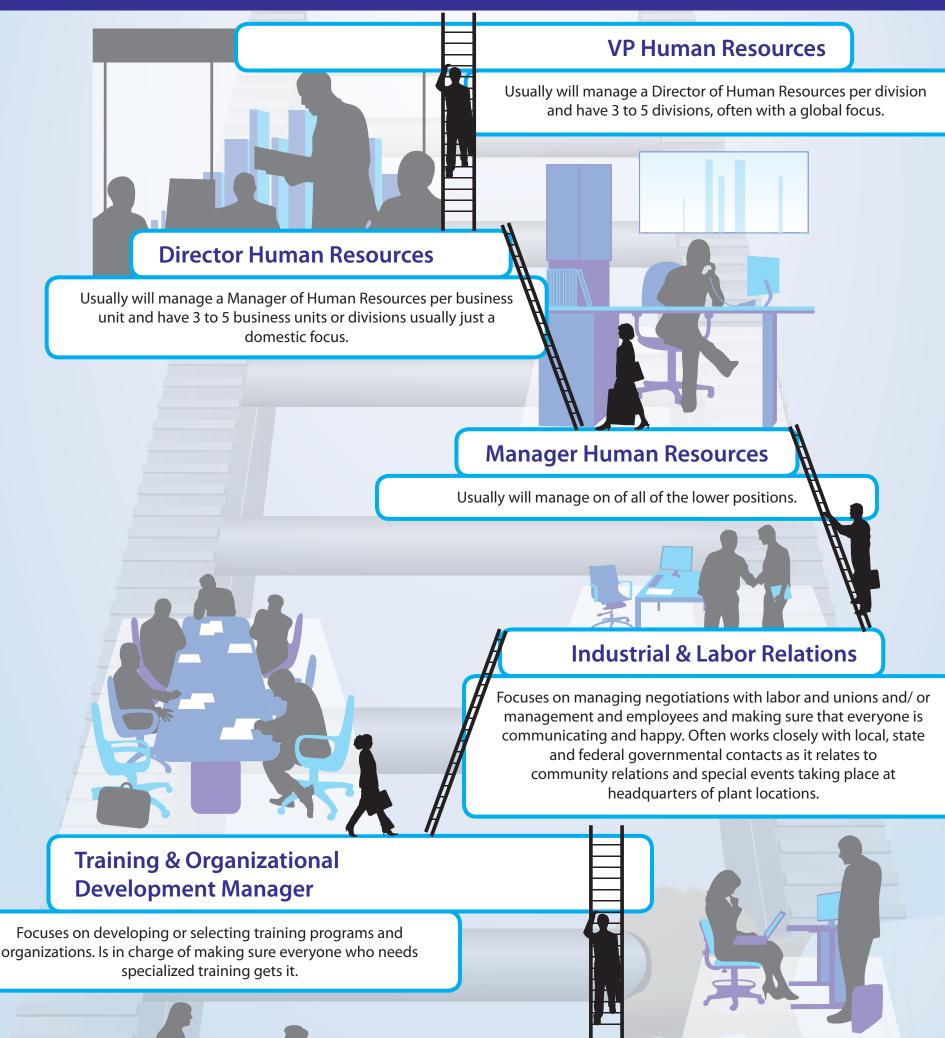
## Chemical Human Resources ORGANIZATIONAL LADDER



## **Employment - Recruiting Manager**

Focuses on sourcing, recruting, screening, selecting and hiring new employees. Will try to fill positions first internally through promotion or transfer. If that's not possible, will then try classified advertising., and monster of career builder, and then their own recruiting efforts. Often keeps a database of prospects and will work it themselves and then when unable to fill a position, will then go to a contingency recruiter and then if still no luck will go to a retained recruiter.

## **Compensation & Benefits Manager**

Focuses on on-boarding the new hires and making sure existing employees are treated fairly, motivated and that costs are controlled. Will often also be responsible for EEOC and diversity initiaitaves.