

# Chemical Human Resources

## ORGANIZATIONAL LADDER

### VP Human Resources

Usually will manage a Director of Human Resources per division and have 3 to 5 divisions, often with a global focus.

### Director Human Resources

Usually will manage a Manager of Human Resources per business unit and have 3 to 5 business units or divisions usually just a domestic focus.

### Manager Human Resources

Usually will manage on of all of the lower positions.

### Industrial & Labor Relations

Focuses on managing negotiations with labor and unions and/ or management and employees and making sure that everyone is communicating and happy. Often works closely with local, state and federal governmental contacts as it relates to community relations and special events taking place at headquarters of plant locations.

### Training & Organizational Development Manager

Focuses on developing or selecting training programs and organizations. Is in charge of making sure everyone who needs specialized training gets it.

### 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 initiatives.

### Employment - Recruiting Manager

Focuses on sourcing, recruiting, 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.

