

HR Business Partner

Role Summary:

TEAM (www.teamemployer.com) is a national leader in providing outsourced household employment services. We are looking for an experienced Human Resources Generalist to join us at TEAM. This is a unique opportunity to work in a role that directly contributes to and delivers on the company's mission and the company's HR service offerings.

What you'll do: Provide HR expertise and consulting to clients nationwide while contributing to TEAM's vision for unparalleled client experience and expert risk management solutions.

- Investigate and partner with clients nationwide to resolve complex employee relations matters, while considering multiple stakeholders and promoting best-in-class service for clients.
- Provide cross-functional HR support, consulting, guidance, and partnership to client service, payroll, and other internal teams.
- Provide expertise support on terminations and other performance management/disciplinary matters.
- Provide expertise support on wage and hour inquiries, job description and worksite policy development support as needed.
- Manage COVID inquiries among various accounts.
- Help manage tasks in support of Leave of Absence programs, and worker's compensation support as needed.
- Generate and analyze department reports on a periodic or as needed basis.
- Help support fast-paced, high-volume client and employee onboarding efforts through management and resolution of escalated issues, client-specific requests, and/or service introductions to new clients.
- Partner cross-functionally on compliance team projects and initiatives, such as minimum wage audits, sick leave implementations, harassment prevention training, and mandated labor and employment postings.
- Lead and/or participate on project teams to develop and implement new HR services, systems, or other internal operational efficiencies.
- Perform other duties as assigned in support of key business department objectives.
- Overnight travel not required for this position.

These job duties are not all inclusive. The employee will be required to perform other job-related tasks and responsibilities as requested. Job duties and requirements may change as needed, with or without advanced notice.

What you'll need to know/have:

- 3-4 years of progressive human resources experience, or equivalent, preferably with multi-state employees. Experience in HR consulting at a staffing company or PEO a plus.
- Bachelor's degree and PHR or SHRM-CP certification preferred.
- Experience navigating and driving employee relations matters expertly and tactfully to successful outcomes.

- Keen ability to think critically, problem-solve creatively, and present solutions in a consultative, client-centric manner, often in very fluid and nuanced situations.
- Strong project management and time management skills and resourcefulness. Able to complete work despite competing deadlines in a fast-paced environment.
- Extremely high accountability, organization, and leadership.
- Strong interpersonal instincts and emotional intelligence; ability to quickly build trusted relationships within the team and with senior stakeholders.
- Strong professional presence, including all written/oral communications.

About TEAM

Founded in 2003 and headquartered in San Diego, TEAM provides payroll, outsourced human resources, and risk management solutions which enable individuals to choose their own caregivers and in-home service providers. Beyond payroll and risk management, we specialize in fanatical customer service and have served some of the largest blue-chip banks and financial institutions for over a decade, including Bank of America, Wells Fargo, BNY Mellon, Northern Trust, City National Bank, Fifth Third Bank, and SunTrust.

We are a high-performing culture backed by a premier growth equity firm and led by an experienced team of Stanford/Harvard/MIT/Dartmouth executives, sales leaders, consultants, and operational professionals.

We like to win, but we also have fun doing it: we have a close-knit family culture and keep things light with our regular team celebrations, office pranks, and catered lunches.

Location: San Diego; On-site in Mission Valley office

Job Type: Full-time,

Salary Dependent on Experience, Competitive Health Benefits. Daily catered office lunches and weekly in-office chair massages!

For more information on our team, visit us at www.teamemployer.com