



Human Resource Generalist

Netafim USA is the largest subsidiary of the global irrigation, agronomy, and automation leader Netafim Ltd. Our business purpose is to “Help the world grow more with less”. The world’s need for food is growing quickly and yet our global resources are limited. Netafim provides agricultural solutions that enable the world to grow more food, using less water, in a more sustainable way. We are a purpose driven company that was founded by farmers, for farmers. As a subsidiary of a global company our people come from all over the world. They share values such as mutual cooperation, loyalty, dedication, and team support. Our employees work closely with our customers and are committed to providing quality service to everyone we interact and do business with. Our US headquarters and manufacturing facilities are located in Fresno, CA. We employ approximately 270 team members throughout the US and over 5,000 team members globally. You can learn more about our company and the Netafim experience at the following link <https://youtu.be/1UziqnHCkmM>

Position Summary

The Human Resource Generalist executes various daily functions of the Human Resource department. Responsibilities may include recruitment, onboarding, leave administration, employee relations, records maintenance, disciplinary matters, disputes and investigations; performance and talent management; productivity, recognition, and morale; occupational health and safety; and training and development.

IF YOU ARE PASSIONATE ABOUT PEOPLE, WE WANT TO TALK WITH YOU!

Key Responsibilities

- Recruits, interviews, and facilitates the hiring of qualified job applicants for open positions; collaborates with departmental managers to understand skills and competencies required for openings
- Conducts or acquires background checks and employee eligibility verifications
- Carries out new hire orientation and assists with onboarding
- Administers employee recognition program
- Handles employment-related inquiries from applicants, employees, and supervisors, referring complex and/or sensitive matters to the appropriate staff
- May attend and participate in employee disciplinary meetings, terminations, and investigations
- Maintains compliance with federal, state, and local employment laws and regulations, and recommended best practices; reviews policies and practices to maintain compliance
- Maintains knowledge of trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law
- Collaborates with team members on planning and executing employee events
- Performs other duties as assigned



Skills and Abilities

- Excellent verbal and written communication skills
- Demonstrated interpersonal, negotiation, and conflict resolution skills
- Excellent organizational skills and attention to detail
- Excellent time management skills with a proven ability to meet deadlines
- Strong analytical and problem-solving skills
- Ability to prioritize tasks and to delegate them when appropriate
- Ability to act with integrity, professionalism, and confidentiality
- Thorough knowledge of employment-related laws and regulations
- Proficient with Microsoft Office Suite or related software
- Proficiency with or the ability to quickly learn the organizations HRIS and talent management systems

Education and Experience

- Bachelor's degree in Human Resources or related field required
- 2+ years human resource experience preferred
- HR certification a plus

Physical Requirements

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift 15 pounds at times
- Must be able to access and navigate each department at Company facilities