

**TITLE: HUMAN RESOURCE BUSINESS PARTNER**

**LOCATION: MASSMUTUAL**

 **1295 STATE STREET**

 **SPRINGFIELD, MA 01111-0001**

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**COMPANY MASSMUTUAL FINANCIAL GROUP**

**BACKGROUND:**

In the world of financial services, it’s working with an established, highly respected company based on demonstrated indications of quality and performance. *Who you choose to work with matters*. Consider Massachusetts Mutual Life Insurance Company.

Founded in 1851, Massachusetts Mutual Life Insurance Company is the center of the MassMutual Financial Group, a diversified financial services organization. Key subsidiaries include OppenheimerFunds, a leading mutual fund family; Babson Capital Management, a provider of investor services; and Cornerstone Real Estate Advisers, which offers real estate equities. MassMutual has a broad portfolio of products and services including life insurance, mutual funds, money management, trust services, retirement planning products, worksite, annuities, disability insurance and long-term care insurance. MassMutual products are distributed through a nationwide network of trusted and knowledgeable financial professionals who think in terms of long-term commitment to meeting individual client’s needs.  Since 1851, MassMutual has made business decisions based on customer needs. Our mutual structure, along with our long-term business approach, has helped keep us strong. This strength means we will be here when our customers need us most. Together, we help people secure their futures and protect the ones they love.

MassMutual has maintained some of the highest financial strength ratings in any industry, and is committed to maintaining a position of preeminent financial strength by achieving consistent, long-term profitable growth.  In total, MassMutual's worldwide insurance in-force was $547 billion at the end of 2013, and assets under management were $ 639 billion, up 26% and reached its highest point in history.  MassMutual is ranked 96 on the 2014 Fortune 500 list.

**POSITION SUMMARY**

MassMutual Human Resources is a dedicated team of HR professionals who share a common vision to create an environment in which “Our employees are more talented and engaged than our competitors and deliver wining results”. Our approach to HR is thoughtful and proactive. We are currently seeking a Human Resource Business Partner to support the USIG and Technology divisions within our corporate headquarters with a focus on employee relations matters.

Through consulting, coaching, delivering tools and managing processes, the HRBP will partner with business leaders and senior HR Business Partners to help them better leverage human capital to exceed business goals and objectives.

**OVERALL RESPONSIBILITY**:

* Partner with senior HR Business Partners on development and implementation of HR strategies that align with business strategies.
* Provide business managers with consultative HR support related to the people and organizational issues that impact their business.
* Provide general advice and counsel to front-line managers on policies, performance management, employee development, ethics violations, FMLA/STD, etc.
* Support managers on compensation issues such as job descriptions, salary planning and bonus allocations.
* Talent Optimization – be involved with assisting Managers in developing behaviors and processes that will attract, acquire and retain talent. This may include succession planning, job redesign, development planning and the corresponding processes such as change management, reassignments, training, job eliminations, terminations, etc.
* Assist in change management interventions in partnership with Learning & Development.
* Provide developmental coaching to front-line managers and assist in problem solving.
* Participate in and/or lead Human Resource projects and initiatives.
* Collaborate effectively with COE partners to share business concerns, identify optimal solutions and programs.
* Help build a compelling and inclusive workplace, culture and leadership model to retain and engage talent.
* Help protect the company‘s ethical reputation and mitigate liability related to employment practices.
* Support the implementation of the MM Way system in HR; contribute to MM Way efforts to increase effectiveness of HR and HRBPs specifically and sustain improvement efforts after MM Way wave is complete.

**CANDIDATE QUALIFICATIONS:**

**Basic Requirements**:

* Bachelor’s degree
* 2+ years of experience in an HR specialty or generalist role with a focus on employee relations for employee groups of 50 or more..
* 2+ years’ experience partnering with senior business leaders on business strategy, organizational issues and talent optimization.
* For this position candidates must be authorized to work in the United States without requiring visa sponsorship.

**Preferred Requirements:**

* MBA and/or PHR preferred.
* 2+ years financial services industry experience.
* Demonstrated effective consulting skills
* Service and results oriented with strong customer focus and sense of urgency
* Excellent communication and interpersonal skills with proven ability to collaborate, influence and build trust, within complex organizational relationships
* Flexibility, adaptability; able to effectively prioritize
* Ability to demonstrate excellent communication skills both verbally and written.

**WINNING WAYS:**

* *Focus on the Customer* – Know your customers well; add value with a level of urgency.
* *Act with Integrity-* Adhere to a strict code of ethics and MassMutual Values; be trustworthy.
* *Value People –* Lead people to success; appreciate diverse ideas and experiences.
* *Work Collaboratively* – Partner with others to achieve results that leverage the right resources.
* *Achieve Results* – Focus on winning; consistently exceed expectations.

**COMPENSATION:**

We pay competitive base salaries and we reward performance. Our salary structure is commensurate with experience. In addition, you will be eligible to participate in our comprehensive benefits program including medical insurance and 401(K).