



Position Announcement

Human Resources Director (Riverside, MO)

Orange EV is the leading OEM providing industrial fleets with heavy duty electric vehicle solutions that are proven to save money while being safer, more reliable, and preferred by drivers and management alike. Orange EV's commercially deployed Class 8 trucks, chosen by more than 85 fleets across 18 states, Canada, and the Caribbean, have surpassed a combined 734,000 key-on hours and 2.3 million miles of operation (data as of February 2021). Join Orange EV's industry-leading team.

Position Description

Responsible for employee relations to compensation structure to compliance issues, with a focus on ensuring that the company runs smoothly from an employee experience/relations standpoint.

Responsibilities

- Provide high-quality advice and guidance on daily employee relations and performance management issues
- Develop training materials and performance management programs to help ensure employees develop and understand their job responsibilities
- Provide guidance to executive leadership on practices to develop and grow an engaged workforce and a foster a positive company culture
- Create compensation strategies for all employees based on market research and pay surveys; keep the strategy up to date
- Investigate employee issues and conflicts and bring them to resolution
- Manage off-boarding processes
- Ensure the organization's compliance with local, state, and federal regulations
- Identify ways to improve policies and procedures
- Support recruiting activities in cooperation with Recruiting Manager
- Other duties as needed

Qualifications

- **Education:** Bachelor's degree in Human Resources Management or related discipline
- **Experience:** 5+ years' experience in HR
- Knowledge of a broad range of HR strategies and practices, including compensation structures, performance management, safety, and employee relations; able to apply these strategies to diverse situations
- Strong interpersonal and communication skills
- Excellent written and verbal communication skills
- Ability to work well independently and with a team
- Sound judgment and problem-solving skills
- Customer-focused attitude, with high level of professionalism and discretion
- Familiarity with MS Office suite

Compensation and Benefits

- 80,000.00 - \$90,000.00 per year
- 401(k)
- 401(k) Matching
- Dental Insurance
- Health Insurance
- Life Insurance
- Paid Time Off



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- Vision Insurance

Applicant Instructions

We appreciate your suggestions or referrals to individuals who may have an interest in this outstanding opportunity. Please direct all inquiries and resumes to Michele Barrier, Michele.Barrier@OrangeEV.com. No recruiters, please.