

Position Profile

ORGANIZATION:

Miner's Inc./SuperOne Foods

POSITION:

Human Resources Director

APPLICATION DEADLINE:

Applications are preferred by Feb 1, 2025,
with review of candidates beginning immediately.
We encourage early applications.

APPLICATIONS:

HRDirectorSearch@audacityhr.com

INQUIRIES:

eleanor@audacityhr.com

Audacity HR is pleased to announce the search
for a **Human Resources Director** for Miners, Inc.
in Duluth, Minnesota.



<https://audacityhr.com>



Company Overview

Our company is a family-owned grocery and liquor store retailer with 3,000 employees and 43 locations. Miner's Inc, primarily DBA SuperOne Foods and SuperOne Liquor, is dedicated to fostering a dynamic work environment for our employees. We believe in the power of our people and are committed to cultivating a culture that promotes innovation, collaboration, and customer service excellence. Our commitment to excellence, customer satisfaction, and employee welfare sets us apart in our industry.

Position Overview

We are seeking a highly experienced and strategic Human Resource Director to lead our HR team. The successful candidate will be responsible for overseeing all aspects of human resources practices and processes with multi-store experience, playing a key role in driving our company's culture, growth, and success. The ideal candidate should have prior HR experience in retail with union/non-union employees and pension plan administration.

Key Responsibilities

Strategic Leadership

- Develop and implement HR strategies and initiatives aligned with overall business goals.
- Shape and implement strategic goals while serving as a core member of the leadership team.
- Implement strategic initiatives to enhance employee satisfaction and retention.

Recruitment, Retention, & Talent Development

- Oversee the recruitment and selection process across a dynamic organization with 40+ locations.
- Support current and future business needs through the development, engagement, motivation, and preservation of a talented and motivated workforce.
- Develop and monitor overall HR strategies, systems, tactics, and procedures across the organization for optimal outcomes in recruitment and onboarding.
- Provide strategic direction for talent development and manage career advancement and succession planning.

Labor Law and Collective Bargaining

- Bridge management and employee relations by addressing demands, grievances, bargaining and labor negotiations or other issues with both Union and Non-Union employees.
- Negotiate Labor Agreements and monitor compliance with CBAs.

HR Systems and Compliance

- Demonstrated ability to break down complex federal, state, and local laws and regulations into practical guidelines and policies.

- Lead a performance appraisal system to enhance a developmental process that celebrates accomplishments, highlights areas of strength, and provides feedback on areas of growth.
- Maintain multi-faceted compensation plans and benefits programs.
- Negotiate and plan for benefit renewals and lead implementation of multiple benefits plans as well as work with carriers while administering workers compensation programs for three states.
- Ensure legal compliance and industry best practices throughout human resource management.
- Other duties and special projects, as assigned.
- Reliable and timely attendance to complete all job duties and responsibilities.

Skills and Abilities

- Customer-focused leadership style.
- Excellent listening, negotiation, and presentation skills.
- Familiarity with HR planning, including compensation practices and data analysis; deep understanding of current HR trends and best practices.
- Experience in revising or developing new HR policies and procedures to meet changing organizational needs.
- Resourceful and able to find creative solutions, thinking beyond current systems and approaches, while recognizing the impact of decisions and actions on the entire organization.
- Understanding of best practices and experience supporting multi-generational and diverse workforces.
- Ability to effectively navigate conflict and manage difficult situations confidently and calmly; maintain confidentiality; demonstrated ability to coach and counsel management and employees.
- Excellent interpersonal and communication skills with the ability to partner effectively with a variety of internal and external stakeholders.
- Occasional business travel is required.

Qualifications

- Bachelor's degree in Human Resources, Business Administration, or a related field; Master's degree preferred.
- At least 10 years of HR experience with a minimum of 5 years in a senior leadership role.
- Required experience with multiple collective bargaining agreements and pension plans.
- Knowledge of HR systems and databases from hire to retire.
- Proven ability to evaluate and administer benefit needs.
- In-depth knowledge of employment law, labor law, and HR best practices.
- Professional HR certification (e.g., SHRM-SCP, SPHR) is a plus.
- Ability to pass a background study.

Benefits

- Competitive salary range of \$150,000 – \$180,000 (DOE) and a discretionary based bonus.
- Comprehensive benefit plan including 100% paid employer health, dental, and vision insurance (individual + family).

- Retirement savings plan with company match and Defined Benefit Plan.
- Paid time off and paid holidays.
- Professional development opportunities.

Application Process

Interested candidates should submit their resume and cover letter to:
HRDirectorSearch@audacityhr.com.

Candidates applying by Feb 1, 2025, will be given priority consideration, with the position open until filled. Review of candidates will begin immediately, and we encourage early applications.

Join us and become a part of a company that values its employees and fosters their growth and success. We look forward to meeting you!