

Twin Disc
Global Human Resource Business Partner
Position Profile



Twin Disc has partnered with Spano Pratt Executive Search. For a confidential conversation and to learn more about this opportunity please contact Spano Pratt Executive Search.

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Organization

Twin Disc, Incorporated is an international manufacturer and worldwide distributor of heavy-duty off-highway and marine power transmission equipment and related products. The company is celebrating its' 100th anniversary. Thanks to an experienced and dedicated workforce, Twin Disc products possess a continuing reputation for high quality and performance in traditional as well as emerging new markets. The Corporation, which is a multinational organization is headquartered in Racine, Wisconsin.

Twin Disc designs, manufactures and sells marine and heavy duty off-highway power transmission equipment. Products include; marine transmissions, surface drives, propellers and boat management systems as well as power shift transmissions, hydraulic torque converters, industrial clutches and controls systems.

The Company sells its products to customers primarily in the commercial, pleasure craft, and military marine markets as well as in the energy and natural resources, government and industrial markets. The Company's worldwide sales to both domestic and foreign customers are transacted through a direct sales force and a distributor network.

We put horsepower to work



Since 1918, Twin Disc power transmission technology has been changing the way the world works. You can find our products in the drivelines and powertrains of a huge array of equipment—from tractors, trucks and turbines to work boats and pleasure craft.

For addition information please visit www.twindisc.com.

Position Profile

The Global Human Resource Business Partner is a hands-on practitioner working closely with the domestic and international business leaders across the Twin Disc enterprise providing human resource support and guidance in order to achieve business objectives.

Reporting directly to the Vice President of Human Resources, this role will serve as an expert resource in corporate policy creation, compliance, HRIS, performance management, organizational development, and other projects which serve to align the workforce with the organization's goals.

Responsibilities include:

- Senior Generalist: Strategies, tactics and support related to the effective deployment and day to day support of an enterprise wide corporate global human resource function. Ensure policies and practices are in compliance with the local laws within the countries of operation and with the Twin Disc corporate policies.
- Talent Acquisition & Recruitment: Support workforce planning goals and securing of talent within all entities as needed which may include sourcing, interviewing, assessment, and onboarding.
- Talent Development: Identify and implement enterprise wide assessment tools for selection and development, learning management systems or options that best support workforce planning goals particularly employee performance, employee development, and career pathing. Create and institute training programs to develop key employees worldwide. Identify high performers, retention initiatives and career paths for ongoing employee learning and deployment.
- Organizational Development: Lead performance management processes globally, including training all entities on goal setting, performance evaluation, and employee development. Implement programs to enable improved company performance and a culture of engagement and accountability. Direct the creation and facilitation of succession planning for leadership roles across the organization.
- Organizational Design: provide counsel on recommendations related to developing and managing a change plan for optimum alignment with business needs and goals. Recommend and design new or revised positions or global structure to ensure alignment that will maximize the effectiveness of the organization.
- HRIS: Serve as the internal expert for the Human Resource Information Systems (HRIS) and leverage the usage of technology within the human resource function.
- Develop communications to all entities which promote the company vision, mission and values. Proactively works with organization's leaders, builds trust, maintain positive, professional relationships throughout organization.
- International travel required – up to 15%

Professional Experience

To perform this job successfully, an individual must be able to perform each essential job function satisfactorily. The requirements listed below are representative of the knowledge, skills and/or abilities required.

Education and/or Experience:

- Bachelors degree in business or human resources.
- 10 or more years of progressively responsible human resource experience within a global / international organization.
- Exposure working with diverse cultures; particularly in European and Asian countries.
- Demonstrated experience in organizational design and development.

Computer Skills:

- Extensive experience with HRIS.
- Proficiency in Microsoft Suite of products.
- High-level proficiency in Microsoft Excel.

Communication Skills:

- Excellent verbal and written skills.

Technical Requirements:

- Compensation and Total Rewards programs.
- Data analysis and problem solving skills, identifying trends and forming conclusions that lead to a recommended course of action.

Work Environment and Culture:

- Office environment.
- Ability to “wear many hats”, and function effectively in a fast-pace environment.
- Operate as a “hands on / nuts and bolts generalist”.

Specialized Knowledge:

- Organizational development and design.

Other Requirements:

- Ability to work under pressure and adhere to strict deadlines.
- Strong organizational skills.
- Cultural awareness and diplomacy skills.

Location

Located on the shore of Lake Michigan, Racine County is a mix of what's best about Wisconsin and the Midwest. A prime location in southeastern Wisconsin, Racine County is located approximately 30 miles south of Milwaukee and 60 miles north of Chicago. Interstate 94 conveniently links the Racine County with Milwaukee, Madison, and Minneapolis to the west, and Chicago and Detroit to the east.



For additional information please visit these sites:

- <http://realracine.com>
- <http://www.cityofracine.org>
- <http://www.racinedowntown.com>



Twin Disc has partnered with Spano Pratt Executive Search to identify the Manager of Financial Reporting. For a confidential conversation and to learn more about this opportunity please contact Spano Pratt Executive Search.

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