

Genus PLC has an exciting opportunity. We are looking for a Human Resources Business Partner to support our Global Research & Development division. The position is in our DeForest, WI office and hybrid work is an option. The Human Resources Business Partner has primary accountability for partnering with R&D managers to support HR initiatives such as performance management, talent development, employee relations, coaching, and achieve agreed objectives. You must have strong organizational skills, excellent communication skills, both verbal and written, and able to influence, guide and direct in a professional manner.

You will:

- Provide dedicated human resources support to employees and managers within the Genus R&D division with specific focus on enhancing an employee centric culture, employee relations, performance management, compensation planning, optimizing employee engagement, career development, and change initiatives.
- Lead and/or assist with the required HR initiatives related to global expansion and global mobility for assigned client groups.
- Provide guidance to managers and employees for questions related to routine and complex human resource issues.
- Develop retention and talent development strategies that engage and support high performing teams.
- Present HR metrics (turnover, performance management, learning & development, employee surveys) and initiatives to assigned client groups.
- Build strong relationships with managers and other key stakeholders within assigned client groups with regular 1:1 meetings.
- Work with HR peers and COE's, ensuring a highly collaborative "one team" approach to support and align HR initiatives and client groups.
- Conduct thorough objective investigations as needed.
- Maintain professionalism and confidentiality in difficult or sensitive situations.
- Uphold the Genus core values, mission and vision.
- Position may require work responsibilities outside of normal business hours.
- Performs other projects and responsibilities as assigned.

Basic Qualifications: (required)

- Bachelor's degree in human resources, organizational development, psychology or other related business degree, additional years of experience may offset degree
- 7 years of human resources business partner and or generalist experience to include:
- Experienced in performance management, talent management, employee relations, investigations
- Demonstrated business acumen and proven track record coaching managers through difficult or sensitive situations.
- Experience with Applicant Tracking Systems and MS Office Suite
- Working knowledge of government regulations and compliance requirements (federal, state, local)
- Proven ability to work with and maintain confidential or sensitive information.
- Authorized to work in the U.S. without sponsorship

Preferred Qualifications:

- Experience in an R&D, science or Pharmaceutical environment
- Experience in a growth environment
- Project Management experience
- Experience in analytics
- Global experience and demonstrated cultural competence.

Genus is an agricultural biotechnology pioneer. We are a global FTSE 250 company, headquartered in the UK, and listed on the London Stock Exchange. Genus PLC has a presence in over 70 countries and a global workforce of over 3,000 employees and growing. We are a worldwide leader in porcine and bovine animal genetics, partnering with farmers to transform how we nourish the world – a mission that is important to a sustainable future.



Food consumption is expected to rise by 60% in the next 20 years. Our challenge is to affordably and sustainably meet that escalating demand while global resources diminish. Our vision is clear: ***Pioneering animal genetic improvement to help nourish the world.***

At Genus we offer a competitive salary. Benefits include health, dental, vision, FSA/HSA, long and short-term disability, 401K, tuition reimbursement, paid holidays and ETO (employee time off). This position will have opportunity for growth.