The University of Maine System is seeking to fill the position of Senior Human Resources Business Partner (SHRBP) for its University Services division. Located in Bangor along the banks of the Penobscot River and in the state’s second largest city, the University of Maine System Offices are at the center of a bold and transformational change process designed to ensure the long-term health of public higher education in the state. Fundamental to this One University concept is the ongoing reorganization of individual campus service units into a single division serving the entire System. Those groups coming together include Human Resources, Information Technology, Procurement, Finance and Budget, and Facilities. (While the preferred location would be the Bangor office, the successful candidate could work from any one of the following campuses: Orono, Augusta, or Portland.)

The Senior Human Resources Business Partner (SHRBP) will play a pivotal role in the continued development of the University of Maine System’s new University Services division providing leadership and primary HR counsel directly to the division’s Chief Human Resources Officer, as well as to the System’s senior leadership team. Addressing University Services needs with effective HR strategies, the SHRBP also partners with System-wide HR Centers of Excellence to develop and implement progressive HR solutions that support relevant strategic goals and provides comprehensive HR generalist support to University Services staff. As such, the SHRBP not only provides reliable direction and guidance on HR related issues and/or services, but ensures consistency and compliance with policies and regulatory requirements. The SHRBP supervises one or more Human Resource Business Partners (HRBPs) and/or Human Resource Administrative Partners (HRAPs).

The complete job description is linked here.

Competencies:

- **Integrative Ability**: Identifies the elements of a problem situation and understands which components are critical; sees different types of situation structures and therefore, different types of solutions.
- **Long Range Planning**: Identifies long-range goals and designs realistic plans to attain them; sees the big picture and then determines which direction to take and how to use resources to attain future goals.
- **Systems Thinking**: Implements solutions to organizational problems and develops organizational or service delivery systems in a way that factors in or encompasses the interactions of all of the systems and organizational entities involved. Provides analysis of problems and issues that accounts for the interactions of all systems and organizational entities over time.
- **Communication and Contacts**: Builds productive relationships and communicates with excellence, including effective written, spoken, presentation and facilitation skills with internal and external constituencies.
Required Qualifications:
- Bachelor’s degree or combination of education and relevant experience
- Four – Seven years of strategic Human Resources experience
- Demonstrated knowledge of strategic HR in context of one or preferably more of the following areas: policy, process, organizational culture, laws/regulations, collective bargaining agreements, and practical realities. Aptitude and skill to describe options for top management clearly and concisely

Preferred Qualifications:
- Master’s Degree
- SHRP-CP or SCP certification (and/or PHR or SPHR)
- HR experience in a higher education setting or similarly complex multi-unit organization
- Previous supervisory experience

Competitive salary and benefits will be based on the qualifications and experience of the successful applicant. Benefits include medical, dental, retirement and tuition waiver programs. The retirement program includes a 10% employer contribution.

The position is open until filled; however, applications received after the first screening date on August 5, 2015 will be considered at the discretion of the university. To apply, send a complete application packet consisting of a cover letter addressing your experience as it relates to the requirements of this position, specifically the competencies and qualifications, along with a resume and contact information for three professional references to: Senior HRBP Search, Office of Human Resources, 16 Central Street, Bangor, ME 04401 or e-mail to umsjobs@maine.edu referencing job code 06-08-16. Only complete applications will be considered.

University Services is an EEO/AA employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, age, disability, protected veteran status, or any other characteristic protected by law.