



## HR Business Partner

### Position Overview

You will work in a stimulating environment where human resources is a valued business partner and central to the company's mission and strategies. Endeca represents a world of opportunity, challenge and fulfillment. You'll bring passion and ingenuity to your work every day. You will educate, advise, and influence client groups on issues involving (but not limited to) employee relations, employee development, compensation, performance management, workforce planning, and organizational development. In this highly collaborative role, you will work closely with client groups to identify, design and implement HR initiatives that support the business needs of the organization.

### Responsibilities:

- Accountable for the delivery of HR services to their client base, whether provided directly or brokered through HR Shared Services.
- Provide client organizations with appropriate advice and counsel on employee relations issues and ensure corporate employment policies and procedures are consistently and equitably applied.
- Develop career planning tools and evaluate job descriptions, competency models and succession planning/talent management methodologies across the client organizations
- Partner with HR leads in Compensation, Recruitment, and Learning & Performance by providing feedback from client groups on current practices, generating new ideas, assisting with program development and promoting HR initiatives from the specialist functions out to the client groups
- Work with Business Partner team on strengthening core organizational culture, retaining agility, flexibility and innovation while building a scaleable infrastructure and improved global awareness
- Provide leadership in the change process to create a productive culture that is accountable for results, has stronger collaboration and teamwork, and fully engages and develops team members

### Qualifications:

- Broad HR experience in a variety of HR processes, laws, talent management, employee relations, labor relations and staffing
- Experience supporting Sales & Marketing business units
- Demonstrated influencing skills with line management
- Strong planning and project management skills
- Demonstrated strategic thinking, influencing, problem solving and decision making skills
- Exceptional interpersonal and communication skills
- Ability to exercise judgment within a broadly defined practice and policies in selecting methods, techniques and evaluation criteria to achieve the expected results
- Ability to interpret and apply business analytics
- High degree of credibility & integrity
- Experience providing HR leadership in rapid-growth business environment
- 5-8 years of experience in Human Resources
- BA or equivalent

## **Exhibit P-89**