



ASSOCIATE MANAGER *HUMAN RESOURCES*

Application Process

Submit a letter of interest and resume to Karen Goens, HR Manager by 4:30 p.m. **February 25, 2014**

Whatcom County
Human Resources
311 Grand Ave. Suite 107
Bellingham, WA 98225

Hours: Monday - Friday
8:30 am - 4:30 pm

(360) 676-6802

HR@co.whatcom.wa.us

Salary & Benefits

\$5,684 - \$7,795 monthly, DOQ
FLSA Exempt

Whatcom County offers a comprehensive benefits package with medical, dental and vision coverage for employees, spouses and eligible dependents plus life insurance and long-term disability coverage for employees. This position includes attractive paid leave with Paid Time Off (PTO) plus an average of 11 paid holidays per year. The County matches up to 2% of salary to a 401(a) plan with employee participation in deferred compensation and PERS through the Washington State Department of Retirement System.



Whatcom County seeks a talented, experienced labor relations/human resources professional to serve as strategic advisor on the County's leadership team.

The Associate Manager will join an engaging, high functioning HR team at Whatcom County. The Associate Manager will lead employee and labor relations, collective bargaining and formal hearing processes, organizational development initiatives, and the classification/compensation program.

The County engages a professional labor negotiator as spokesperson for bargaining with the Associate Manager serving as key staff liaison/project coordinator.

We are seeking an individual with strong strategic and day-to-day broad-based technical expertise who fosters clear communication, orally and in writing, and positive rapport with employees, managers, and union representatives.

The Associate Manager will be approachable, foster an atmosphere of respect and cooperation, and have proven success with innovation and process improvements. Highly developed organizational, time management and facilitation skills, creative and innovative solution ideas and a constructive, team-oriented approach to problem-solving and input for decisions of significant organization-wide impact are also key qualities.

QUALIFICATIONS

- Requires a Bachelor's degree in Human Resources, Business Administration, Public Administration or a related field ,
- Five years of experience working in a unionized environment with progressively responsible experience in labor relations, negotiations and classification/compensation.

*An Opportunity to Distinguish Yourself in Public Service and
Make a Commitment to Whatcom County's Future*



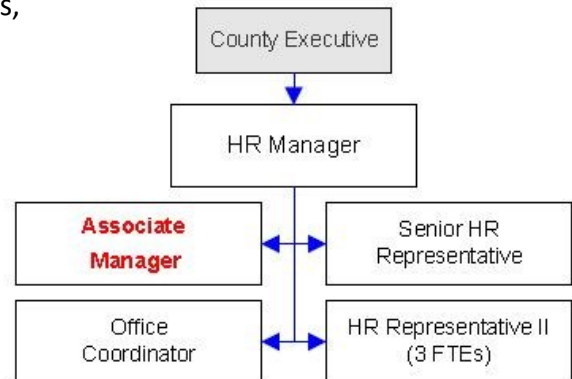
ASSOCIATE MANAGER HUMAN RESOURCES

HUMAN RESOURCES DIVISION OVERVIEW

Administrative Services provides a variety of internal support services to county departments through its four divisions: Facilities, Finance, Human Resources (HR) and Information Technology.

Key HR services include:

- Strategic Planning & Budgeting
- Employee & Labor Relations
- Classification & Compensation
- Employment & Recruitment
- Management Services
- Employee Services
- Risk Management
- Human Resources Information Systems



FOR MORE INFORMATION VISIT:

www.whatcomcounty.us/as/hr/jobs/associate_mgr.jsp

BE PART OF OUR COMMUNITY

Whatcom County, Washington, is truly “Someplace Special.” Nestled along the Canadian border, beautifully positioned between the San Juan Islands and the Cascade mountain range, our scenic community is made up of approximately 201,000 people. Seattle is 90 miles to the south and Vancouver, British Columbia, is 50 miles to the north. According to Money Magazine, “Bellingham is the 5th best place to live in the West and the 24th best place in the nation to live.” Citizens of Whatcom County enjoy the breathtaking scenic beauty of coastlines, Bellingham Bay,



Mount Baker and many spectacular parks and lakes. Outside Magazine named Bellingham as a “Dream Town” and described one epic day in Bellingham (well, maybe two): “wade in a tide pool, paddle from shoreline bluffs to a San Juan island, snowshoe along a crevasse, plunge down rapids, scale a volcanic cliff, and canoe past organic berry farms on a paper-flat floodplain.” National Geographic Adventurer magazine named Bellingham among the “Top 10 Adventure Towns in America”. Bellingham was rated the 3rd most secure mid-sized U.S. city to live in by Farmers Insurance in 2010. Bellingham has been previously rated by

Money Magazine as the 2nd best place in the country for entrepreneurs, and by Inc. as 6th out of 393 boomtown cities in the U.S. For more details about our wonderful community, visit Bellingham’s Chamber of Commerce website at www.bellingham.com.

