

## **Embrace better opportunities.**

Are you passionate about health, happiness and helping others? So are we. We're committed to helping our health plan Members live a happy and healthy lifestyle, and we believe that it starts here first, with our Associates.

At AvMed, we provide the tools and opportunities to enhance, expand, and support each Associate's personal and professional growth. From tuition reimbursement to exercise classes in the office, embrace a better career with AvMed and join our team!

## **Position: Human Resource Business Partner**

Scope of position: The Human Resources Business Partner (HRBP) will be responsible for executing AvMed's people strategy of attracting and retaining highly engaged associates for specific business client groups or functional areas. Provides consultative support to associates and leaders in the HR functional areas of talent management, performance management, employee and leadership development, compensation planning, employee relations, change management, employee engagement and organizational effectiveness. Promotes, communicates and implements organizational HR programs and initiatives. Collaborates with HR centers of excellence to identify, design and execute solutions to meet the HR needs of client groups.

### **You have:**

- Bachelor's Degree required in Business or other related HR field.
- Minimum 5 years of progressive human resources experience.
- Professional in Human Resources (PHR) certification preferred.

### **You May Also Have:**

Demonstrated performance in:

- Demonstrated ability to build relationships and establish rapport with all levels of the organization
- Ability to influence leaders creating alignment between business strategy, goals, behaviors, and culture to drive performance
- Strong business acumen

- Strong written and verbal communication skills
- Strong analytical skills
- Ability to work well under pressure
- Excellent organizational skills and ability to prioritize multiple tasks
- Ability to perform duties in a timely manner with minimal direction
- Must possess an exceptional amount of professionalism, diplomacy, tact, empathy, sensitivity and confidentiality in order to address the needs of client groups.
- Must be innovative with respect to the development and/or implementation of human resource programs, policies, practices, and procedures
- Working knowledge of multiple human resource disciplines including compensation practices, organization design, employee relations, diversity, performance management, federal and state employment laws.
- Conflict management skills
- Interpersonal and negotiation skills
- Project management and problem solving skills

#### **EQUIPMENT SKILLS:**

- Strong computer skills including advanced knowledge of Microsoft Word, Excel, and PowerPoint
- Knowledge of Human Resources Information Systems
- Proficiency with general office equipment

#### **Environment:**

At AvMed, you'll find a family. Our Associates love all the opportunities for advancement, the flexible work environment and team activities. We also encourage our Associates to embrace a life rich in what matters most — health and happiness. We call it being WELLfluent. Join AvMed. Join the WELLfluent!

#### **Location:**

AvMed is located near the internationally popular Dadeland Mall, adjacent to a wide variety of residential neighborhoods ranging from pedestrian-friendly urban-style communities to beautiful green suburbs. It is also easy to access through public transportation – a short walk from the Metrorail – and major highways so all that Miami has to offer is within reach.

AvMed is a tobacco/drug free workplace, EOE

Please apply online: <https://recruiting.ultipro.com/SAN1011SAHI/JobBoard/3f59fb27-c483-471f-9dd4-d95ef2190967/OpportunityDetail?opportunityId=a7744fc6-35b4-4dee-a4b6-e4dfc0f24cce>