

**Manager, Human Resources Business Partner (1098856)  
Great Falls, MT**

**Position Purpose:** Accountable for aligning human resources strategy with business strategy. Drives the HR agenda, partnering closely with Centers of Expertise (COEs), HR Operations and business unit leaders to effectively and efficiently deliver HR processes and initiatives for a business unit.

- Drive the planning, review and execution of HR strategies for small to mid-size business unit
- Align people strategies to business strategies, partnering with COEs, HR Operations & local business leaders
- Accountable for coordinating with local HRBPs to ensure global HR strategies are translated accurately and effectively to local markets
- Responsible for organizational design, workforce planning and leadership development within business unit
- Identify capability gaps in current workforce and set strategy to help address local business needs
- Facilitate talent reviews and succession plans, ensuring necessary action is taken to develop successors
- Proactively develop & analyze data/dashboards and identify trends to provide actionable insight to business leaders
- Act as trusted advisor to business leaders
- Partner with Absence Management; engage in interactive process and reasonable accommodation discussions
- Effectively resolve unique and complex performance management, employee relations and legal matters
- Provide guidance to business leaders on Centene's policies and procedures to ensure consistency and compliance
- Implement change strategies and tactics and promote buy-in for change

**Education/Experience:**

- Bachelor's degree in Human Resources, Business, or a related field. Master's degree preferred.
- 4+ years of experience in a HR function and/or a generalist role.
- Two years of experience in a people management role preferred.

**License/Certification:** HR certification preferred.

Apply at [centene.com](http://centene.com) and look for jobs in Montana.

*Centene is an equal opportunity employer that is committed to diversity, and values the ways in which we are different. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other characteristic protected by applicable law.*