

# Sr HR Business Partner – Nuclear PSE&G

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**Date:** Sep 21, 2024

**Location:** Salem, NJ, US

**Company:** PSEG

**Requisition:** 79447

**PSEG Company:** PSEG Services Corp.

**Salary Range:** \$ 101,600 - \$ 160,900

**Incentive:** PIP 15%

**Work Location Category:** Hybrid

PSEG operates under a Flexible Work Model where flexible work is offered when job requirements allow. In support of this model, roles have been categorized into one of four work location categories: onsite roles, hybrid roles that are a blend of onsite and remote work, remote local roles that are primarily home-based but require some level of purpose-driven in-person interaction and living within a commutable distance, and remote non-local roles that can be effectively performed remotely with the ability to work in approved states.

We want you to be healthy, balanced, and feel secure. That's why you'll enjoy a comprehensive range of benefits, with a focus on supporting your whole health. Starting on day one of your employment, you'll be offered several health-related benefits including medical, vision, dental, and well-being and behavioral health programs. We also offer a retirement program, 401(k) with company match, company paid life insurance, tuition reimbursement and a minimum of 18 days of paid time off per year.

PSEG offers a unique experience to our more than 12,000 employees – we provide the resources and opportunities for career development that come with being a Fortune 500 company, as well as the attention, camaraderie and care for one another you might typically associate with a small business. Our focus on combatting climate change through clean energy technology, our new net zero climate vision for 2030 and enhanced commitment to diversity, equity and inclusion; and supporting the communities we serve make this a particularly exciting time to join PSEG.

## **Job Summary**

PSEG has been recognized for its commitment to its workforce, customers and communities. At PSEG, Sr. HR Business Partners are strategic partners who collaborate with senior leadership to shape our people strategy and inclusive culture. Sr. HR Business Partners play a leadership role in a variety of responsibilities that are critical to the success of the organization's strategy and mission, including: leadership and employee development, performance management, employee engagement, talent management and organizational design, labor relations, change management, Total Rewards, employee relations, and talent acquisition for key roles. Sr. HR Business Partners interact with all levels of the organization to support the business and foster an environment of employee engagement, professional and career development, and diversity, equity and inclusion.

Please note that this position's work location is comprised of remote/work from home and in-office work. PSEG reserves the right to amend this location model at any time.

## **Job Responsibilities**

- Build and maintain relationships with senior business leaders and their respective teams on best practice-based strategic HR solutions to ensure the best business outcome.

- Partner with the business in the implementation of initiatives and programs which align to business goals and help drive our people strategy and inclusive culture.
- Act as a strategic partner and trusted advisor to senior leaders and management teams. Provide a full range of HR consulting and problem-solving collaboration.
- Play a leadership role in providing advice and expertise to resolve HR issues and/or complex business issues, identifying and avoiding potential risk or harm to the employee or company.
- Partner with HR Centers of Excellence in the process improvement of HR products, services and processes.
- Enhance the effectiveness of day-to-day management and leadership through coaching and collaboration.
- Anticipate future HR needs, leveraging analytics and external research and share insights with senior business and HR leaders.

### **Job Specific Qualifications**

Required:

- Bachelor's degree plus 5 years' relevant HR experience. In lieu of a degree, a minimum of 8 years' relevant HR experience.
- Broad knowledge of HR disciplines with demonstrated in-depth knowledge in at least one of the following areas: leadership/employee development, performance management, employee engagement, talent management and organizational design, Total Rewards, employee relations, talent acquisition.
- Extremely strong communication, presentation, listening and client relationship management skills.
- Experience in a consultative, problem-solving role.
- Demonstrated knowledge of Microsoft Word and Excel.
- Highly self-motivated and flexible; comfortable working independently in a changing, dynamic environment

Desired:

- Knowledge and/or experience working in a Utility/Plant environment
- Graduate degree or SHRM certification a plus
- Experience in organizational design
- Experience with a unionized environment
- Driver's license

### **Minimum Years of Experience**

5 years of experience

### **Education**

Bachelors

### **Certifications**

None Noted

### **Disclaimer**

Certain positions at the Company may require you to have access to Part 810-Controlled Information. Under the law, the Company is limited in who it can share this information with and in certain circumstances it is necessary to obtain specific authorization before the Company can share this information. Accordingly, if the

position does require access to this information, you must complete a 10 CFR Part 810 Export Control Compliance Nationality Request Form, a copy of which will be provided to you by Talent Acquisition if an offer is made. If there is a need for specific authorization, due to the time it takes to obtain authorization from the government, we will likely not be able to further proceed with an offer.

PSEG is an equal opportunity employer, dedicated to a policy of non-discrimination in employment, including the hiring process, based on any legally protected characteristic. Legally protected characteristics include race, color, religion, national origin, sex, age, marital status, sexual orientation, disability or veteran status or any other characteristic protected by federal, state, or local law in locations where PSEG employs individuals.

As an employee of PSEG you should be aware that during storm restoration efforts, you may be required to perform functions outside of your routine duties and on a schedule that may be different from normal operations.

For all roles, PSEG's drug and alcohol testing program includes pre-employment testing, testing for cause, and post-incident/accident testing. For employees in federally regulated roles (including positions covered by USDOT, PHMSA, or NRC regulations), this also includes random testing. Although numerous states throughout the country have legalized marijuana/cannabis products recreationally and/or medically, it is prohibited for employees in federally regulated roles. Employees who are hired or transfer into a federally regulated role are subject to drug and alcohol testing, inclusive of marijuana. Please note that the use of CBD products may result in a positive drug test for THC/Marijuana and such use is not a legitimate medical explanation for such a positive result.

PSEG employees must apply for jobs internally through emPower which can be accessed through [sharepoint.pseg.com](https://sharepoint.pseg.com) by clicking on the emPower icon, then selecting careers. This site is strictly for candidates who are not currently PSEG employees, with the exception of PSEG employees who do not have company email addresses.

PSEG is committed to providing reasonable accommodations to individuals with disabilities. If you have a disability and need assistance applying for a position, please call 973-430-3845 or email [accommodations@pseg.com](mailto:accommodations@pseg.com).

If you need to request a reasonable accommodation to perform the essential functions of the job, email [accommodations@pseg.com](mailto:accommodations@pseg.com). Any information provided regarding a disability will be kept strictly confidential and will not be shared with anyone involved in making a hiring decision.

**ADDITIONAL EEO/AA INFORMATION** *(Click link below)*

[Know your Rights: Workplace Discrimination is Illegal](#)

[Pay Transparency Nondiscrimination Provision](#)

**Job Segment:** Recruiting, Nuclear, Employee Relations, Labor Relations, Developer, Human Resources, Energy, Technology

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Apply: <https://jobs.pseg.com/job/Salem-Sr-HR-Business-Partner-Nuclear-NJ/1205631000/>