



Human Resources Manager

COMPANY DESCRIPTION:

Perceptron, Inc. (NASDAQ: [PRCP](#)) Founded in 1981, Perceptron is an established technology company with a long history of innovation. Our global infrastructure, technological breadth, brand recognition within the industry, and—most of all—our people, set us apart from the competition.

Headquartered in Plymouth, Michigan, Perceptron has approximately 320 employees worldwide. Perceptron has team members in over a dozen countries with offices in the United States, Germany, France, Spain, Brazil, Japan, Singapore, China, Italy, Czech Republic and India.

Perceptron develops, produces, and sells non-contact measurement and inspection solutions for industrial and commercial applications. The products from the Company's Industrial Business Unit (IBU) provide solutions for manufacturing process control as well as sensor and software technologies for non-contact measurement and inspection applications. Automotive and manufacturing companies throughout the world rely on Perceptron's metrology solutions to help them manage their complex manufacturing processes to improve quality, shorten product launch times and reduce overall manufacturing costs. Perceptron also offers Value Added Services such as training and customer support services. Measurement solutions include inline and nearline dimension gauging, CMM, 3D scanning, robot guidance, gap & flush measurement and wheel alignment solutions.

Perceptron is committed to satisfying both the needs of its customers and the needs of its team members. Our continued leadership role in our industry is dependent on attracting and retaining world-class employees who understand that delighting the customer is our #1 job. Our collaborative culture is rooted in a set of core values shared by Perceptron team members around the world. We call these beliefs the Five Diamonds:

- **Innovation.** Our quest for innovation springs from the unrelenting belief that what we did yesterday will not be good enough tomorrow.
- **Commitment.** Our commitment to our customers' demands that we are bound to their goals and invested in their success.
- **Integrity.** We are steadfastly dedicated to a strict ethical code which guides our decisions and governs our efforts.
- **Value.** We provide value by creating unique solutions that maximize our customers' return on investment.
- **Excellence.** We ensure excellence by taking responsibility for the entire lifecycle of a solution. A single breakdown, anywhere along the way, compromises the quality of the end result.

We offer a casual, flexible work environment, with opportunities for training and excellent benefits. Additional information is available at www.perceptron.com.



POSITION DESCRIPTION:

As a Perceptron **Human Resources Manager**, you will have overall responsibility for the HR discipline for a 320 person public company with offices and employees throughout the US, Europe, and Asia. This positions reports to the Director of Financial Planning & Analysis, HR, and IT.

The **Human Resources Manager** will:

- Provide global leadership in developing, planning, organizing, directing, implementing and evaluating all of the Human Resources functions for the Company.
- Provide proactive guidance and support for organizational planning and development that align the human resources agenda with key business strategies and initiatives.
- Work with and coaches the leadership team to develop a culture that inspires and fosters high performance and high employee engagement.
- Develop company-wide HR programs and standards. Works in alignment with these programs and standards when applying/executing them locally.
- Ensure compliance to all HR policies across the business. Reviews and recommends changes to company policies, procedures and practices on personnel matters, as appropriate, to ensure we are employing industry best practices.
- Lead organizational effectiveness initiatives such as: Performance Management Program, Talent Development and Succession Planning, Talent Acquisition, 360 assessments and developing global competency models that will enable the organization to achieve objectives.
- Ensure that the business attracts, develops and retains high quality talent, at all levels and on a global basis, in a continuous development and succession pipeline.
- Develop staffing strategies and implementation plans.
- Develop progressive and proactive total compensation and benefits programs to provide motivation, incentives and awards for superior performance.
- Develop training programs and initiatives to support business needs.
- Oversee the analysis, maintenance, and communication of records required by law, local governing bodies, or other departments in the organization.

Candidate Requirements:

- Qualified candidates should have a Bachelor's degree in Human Resources, Business Administration or related field.
- Ideal candidate will have 10+ years of progressive experience as an HR leader including 5+ years as lead HR Director/Manager for a corporation or significant business segment of at least 200 employees.
- Experience working with, and managing, teams in Asia and Europe preferred.



- SPHR, PHR or GPHR certification preferred.

Additional Desired Skills:

- Advanced knowledge of Human Resource policies, employment law, and government regulations pertaining to their implementation and application. Familiarity with international labor laws and practices.
- Advanced knowledge of executive and employee compensation methodologies, benefits, and reward/incentive programs.
- Knowledge of Human Resources Information Systems including training management tools.
- Excellent written and verbal communication skills. Ability to effectively communicate and interact with all levels of personnel within the organization.
- Skill in establishing and maintaining effective working relationships in an international environment. Experience working with offsite employees.
- Ability to adapt to changing priorities, meet deadlines and work well under pressure.
- Ability to lead, coach and develop management staff.

OUR COMPREHENSIVE BENEFITS PACKAGE INCLUDES:

- Competitive Compensation
- Medical
- Dental
- Vision
- Life Insurance
- ST/LT Disability Insurance
- 401K with Company Match
- Employee Stock Purchase Plan
- Wellness Program

TO APPLY: Send your resume to jobs@perceptron.com.

NO AGENCY REFERRALS ACCEPTED.

PERCEPTRON IS AN EQUAL OPPORTUNITY EMPLOYER.

Referral Level: 1

