

## Human Resources Business Partner

### Description

Bloomerang combines the best tools, resources, and people to provide a world-class experience for tens of thousands of nonprofits, allowing them to raise more money and do more good in the world. Our powerful software and stellar customer service have made us one of the highest rated fundraising/donor CRM on the market. In addition to creating thriving nonprofits, weâ€™re also in the business of creating thriving employees. At Bloomerang, youâ€™ll be a part of a mission-driven culture built on the core values of Empathy, Unity, and Transparency. We know the key to our success is our people, and weâ€™re proud to be home to some of the most innovative and skilled employees in the workforce today. The Role As the HR Business Partner, you will be reporting to the Director of Engagement, and providing support to the HR Team, Employees, and Leadership. Your responsibilities are to drive HR initiatives and foster a positive working environment, while also aligning HR strategies and business objectives to create ongoing organizational success and growth. What You Will Do Collaborate with the HR team to lead key HR objectives and programs including: performance management, career pathing, training and development, employee relations, compliance, and additional efforts related to the employee experience. Provide support as a business partner to our people, leaders, culture and organizational effectiveness. Develop, maintain and demonstrate working knowledge of the business and provide creative solutions to align with departmental priorities will be crucial to your success. Partner with managers and employees to address and resolve employee relations issues and concerns, including taking corrective action and conducting internal investigations as needed. Execute day-to-day performance management guidance and coaching to leaders (coaching, counseling, career development, disciplinary actions). What You Need to Succeed: Experience working as an HRBP in a fully remote environment at a high-growth company. Expertise in people/HR policies & procedures with a track record of prioritizing, defining, developing, and rolling out scalable HR solutions that address the needs of the business specifically for Go to Market Teams. Proven ability to influence mid-level, senior management, and C-level executives. Strong analytical and problem-solving skills. Excellent verbal and written communication skills with strong ability to follow up in a timely manner. A self-driven, motivated, and analytical mindset with the ability to proactively identify opportunities that contribute to the team's success. Benefits Health + Wellness Youâ€™ll have access to generous health, vision, and dental insurance options as well as, Fringe, a platform where you choose the perks and services that best meet your individual needs and enhance your quality of life. Employees receive Fringe points on a monthly basis and can spend them on a wide range of perks and services such as DoorDash, Talkspace, AirBnb, and more! Time Off Youâ€™ll get a competitive PTO package that includes 20 PTO days, 3 flex days, 4 optional volunteer Days, 12 paid holidays, as well as paid parental leave. 401k Youâ€™ll receive a 401k match to help invest in your future. Equipment Everything you need to be successful, shipped right to your door. Compensation The salary range for this position is: \$83,000-\$125,500. You may also be eligible for a discretionary bonus. Actual compensation within the range will be dependent on your skills, experience, qualifications, and location, as well as applicable employment laws. Location This is a permanent, full-time, fully remote position. Employees living in Indianapolis, IN are welcome to work from our company headquarters. We do not offer Visa sponsorship or relocation assistance at this time. Accommodations Applicants who require accommodations may contact careers@bloomerang.com to request an accommodation in completing an application. Bloomerang is an Equal

### Hiring organization

Bloomerang

### Job Location

Indianapolis, Indiana, United States

### Base Salary

\$ 60000 - \$ 110000

### Date posted

May 5, 2024

Apply Now

Opportunity Employer. Individuals seeking employment at are considered without regard to race, color, religion, national origin, age, sex, marital status, ancestry, physical or mental disability, veteran status, gender identity, or sexual orientation. BloomerangPlease mention the word **\*\*COLORFUL\*\*** and tag RMzQuODUuMTMyLjI1Mw== when applying to show you read the job post completely (#RMzQuODUuMTMyLjI1Mw==). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

## **Contacts**

Job listing via RemoteOK.com