



## ***Human Resource Generalist***

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### **Company Profile:**

Precision Castparts Corp. (PCC) is a leading worldwide, diversified manufacturer of complex metal components and products. It serves the aerospace, power, and general industrial markets. PCC is the market leader in manufacturing large, complex structural investment castings, airfoil castings, and forged components used in jet aircraft engines and industrial gas turbines. The Company is also a leading producer of highly engineered, critical fasteners for aerospace and other general industrial markets, manufactures extruded seamless pipe, fittings, forgings, and clad products for power generation and oil & gas applications, and supplies metal alloys and other materials to the casting and forging industries. PCC is a high-quality business with dominant positions in most segments of the markets in which it serves.

Headquartered in Portland, Oregon, this over 10-billion-dollar company employs more than 29,500 people worldwide. PCC has over 160 plants and has a presence in twenty-six states in the US and in over a dozen countries. PCC is relentless in its dedication to be a high-quality, low-cost and on-time producer; delivering the highest value to its customers and shareholders while continually pursuing strategic, profitable growth.

Effective early February 2016, Berkshire Hathaway, led by chairman and CEO Warren E. Buffet, acquired Precision Castparts Corp. Mr. Buffet stated, "I've admired PCC's operation for a long time. For good reasons, it is the supplier of choice for the world's aerospace industry, one of the largest sources of American exports. Berkshire's Board of Directors is proud that PCC has joined Berkshire."

### **Position Summary:**

The HR Generalist provides the full range of HR support to the assigned PCC facility in the areas of positive employee relations, talent acquisition and retention, employee development, compensation, and benefits administration.

### **Required Skills:**

- Considerable knowledge of HR principles and practices
- Effective oral and written communication skills
- Excellent interpersonal skills. Demonstrated ability to collaborate with all levels of management
- Able to handle sensitive information and maintain a high level of confidentiality
- Familiarity with COBRA, ERISA, FMLA, OSHA and related state and federal regulations
- Excellent attention to detail and ability to follow written and verbal instructions
- Strong Project Management skills. Ability to prioritize tasks and stay organized.



- Proficient in Microsoft Suite of products to include Word, Excel, and PowerPoint
- SOX (Sarbanes-Oxley Act) reporting experience is preferred but not required

### **Required Experience and Education**

- Bachelor's degree in Human Resources or related field required
- Prior internship or work experience in HR preferred
- Prior experience with ADP/Workday HRIS
- Must have an HR manufacturing background.
- Great employee relations background