



Bayer Construction Company Inc has an opening for a Human Resource Manager.

Bayer Construction is an 100% employee-owned company with approximately 250 employees.

The type of work we are involved in includes crushed limestone quarry operations, site development, grading, rock excavation, municipal and commercial underground utilities, subgrade modification, demolition, asphalt paving, and concrete paving.

The position is a professional manager of the human resources needs of a dynamic and diverse construction company that prides itself in its commitment to doing the hard things that go unnoticed by others, thinking long-term, doing things the right way, being focused on taking care of our community, and striving to improve every day.

The ideal candidate will have some combination of the following experience and skills:

- Construction industry experience (ideally in the heavy civil industry, though not required)
- Previous work in the human resources field, or human resources accreditations
- Ties to the local areas of Manhattan, Junction City and the surrounding areas

Duties will include:

- Develop and manage recruitment strategies to attract new candidates
- Oversee onboarding, orientation and workforce integration for new hires
- Advise, implement and maintain performance management systems
- Advise and consult company leadership on workforce planning, employee relations and compliance
- Promote a positive workplace culture aligned with company values and safety standards
- Assure HR programs are carried out in accordance with company policies and procedures and are aligned with federal contract requirements and construction specific regulations.
- Work side-by-side with field leaders and teams as needed.
- Supervise human resources and safety staff.



- Report directly to the company CEO regularly with updates on the status of human resource programs and personnel needs.
- Any other duty as assigned

We offer a full range of benefits for our employees and their families.

- Health insurance is with Aetna
- Dental insurance is with Delta Dental of Kansas
- Vision insurance is with VSP Vision Care
- Free Basic Life and AD&D insurance policy with MetLife
- 8 separate supplemental insurance plans with AFLAC
- Medical Flexible Spending account and Dependent Care Flexible Spending account (baby-sitting reimbursement) with Empower
- After one year of service, you can enroll in our 401k plan which offers both a Pre-Tax and Roth option
- After one year of service, you are automatically entered into our Employee Stock Ownership Plan (ESOP)
- Paid Time Off is available immediately and there is no waiting period to use accrued Paid Time Off

Interested parties can send their resume and/or CV to Stan Hambright, stanh@bayerconst.com for consideration. References will be requested and should be made available.