

Bring your energy to ours. Help us become the premier provider of large-scale natural gas infrastructure in the United States. At Williams, we're focused on being great. If you are a high-performer and are committed to contributing to something much bigger than yourself, you are going to love working here. We're well positioned to help meet the growing demand for natural gas as a cleaner-burning domestic energy source.

Hear from our employees on why they chose a career at Williams:

<https://williams.wistia.com/medias/zsgtf87fb1>

Position Responsibilities

- The HRBP will act as a primary HR point of contact for the employees and managers. They will do so by building a strong business relationship with management and employees while developing a deep understanding of the organizational mission, vision, structure, challenges, and opportunities
- Operates as a fully contributing member of the assigned business/asset leadership team as a strategist, consultant, team player, and partner and aligned to the HR strategy and people agendas
- Identifies and anticipates HR needs of the business, prioritizes and effectively communicates them to business leadership and the Centers of Expertise ("COEs") for collaboration and solution development
- Contributes to the development of the HR strategy and plays a key role in implementation and delivery through effective partnerships with COEs and HR Operations
 - Workforce planning
 - Performance management and assessment
 - Employee training and development
 - Employee communication
 - Compensation
- Provides coaching and counsel to managers regarding performance management and assessment, employee development, conflict resolution, change management, organizational structure, and leadership/management style and effectiveness
- Partners with staffing and hiring managers select and hire top talent, communicate and ensure adherence to human resource policies, procedures, laws, standards, and government regulations
- Provide direct HR services to select client groups, focusing on optimizing talent optimization. This includes, but is not limited to:
 - Consulting with managers on organization design and talent development
 - Compensation and job duty alignment and clarity
 - Development and succession planning
 - Team assimilation and development
 - Talent/recruiting/retention strategies

Minimum Requirements

- BS/BA Required; prior experience working with engineering and operations preferred
- Minimum of 7+ years of experience as an HR business partner; must have well-rounded and demonstrated HR generalist skills including but not limited to the areas of employee relations, compensation, training and development, staffing and workforce planning; ability to coach, counsel and influence all levels of management and appropriately balance management and employee needs
- Excellent written and verbal communication skills; able to effectively present data, analyses, etc. to a designated target audience
- Ability to quickly establish productive and credible working relationships
- Proactive, solution oriented; independently takes initiative and recommends plans for improvement or new ways of thinking
- Well-developed judgment and influence skills
- Ability to work independently and in a team environment
- Strong commitment to customer service principles
- Ability to prioritize, multi-task and navigate within a fast-paced, rapidly changing business environment; comfortable dealing with ambiguity
- Effective project and process management skills; able to effectively manage and/or administer a project from start to finish
- Expert HR knowledge including best practice benchmarking
- Well-rounded business acumen
- Strong analytical skills and attention to detail
- Must have legal right to work in the U.S.