

APPLIED SIGNAL TECHNOLOGY, INC. is a diversified intelligence and defense company that develops software and hardware to provide integrated sensor and signal processing products and services in support of intelligence, surveillance, and reconnaissance for global security. Our company provides a unique capability in helping to protect the U.S. and allied nations against military and terrorist threats. Our deep knowledge of science and engineering is unmatched in the industry and leads to unique solutions for our customers. Applied Signal Technology systems and personnel are significant contributors to our national security.

**Sr. Human Resource Business Partner – Baltimore, MD.**

Human Resources Business Partners (sometimes called HR Generalists) are on the front line of servicing and interacting with employees and senior management. This role requires you to perform both hands-on and strategic responsibilities in providing human resources expertise in employee relations, coaching/development, compensation, conflict management, organizational development, talent acquisition and retention, training and more. Supporting specific organizations, functions and/or geographies you will be embedded within the business to work closely with management and employees on people-related issues. This senior role is also instrumental in initiating and driving HR programs/initiatives within the organizations, placing considerable focus on retention, scaling and culture issues.

Responsibilities:

- Provide Senior Human Resources Business Partner and organizational support to respective client groups.
- Take lead on any programs or other corporate rollouts to client groups.
- Consult with managers and employees to proactively address employee relations issues.
- Educate team members on compensation practices, performance review processes, performance rating process and promotions.
- Partner with the management to continually evaluate and develop all employees within the organization. This would include calibrations, career planning, mentoring programs, and skill building.
- Partner with client management and Corporate HR to design and implement value-added programs in areas of training, development, retention and job performance.

Requirements:

BS/BA

At least 8+ of HR experience; Business Partner or Generalist preferred.

Exceptional Excel, PowerPoint and analytical skills.

Strong written and verbal communication skills.

\*\*Qualified parties can send their resumes to [kim\\_hahn@appsig.com](mailto:kim_hahn@appsig.com)