

HR GENERALIST

Company Summary

TriEst Ag Group is a distributor and applicator of soil fumigation, irrigation, fertilizer, and equipment products with a focus on fresh fruits, vegetables, and tobacco. As an industry leader with more than 50 years' experience, TriEst Ag offers innovative options and solutions that protect crops, people, and the environment with honest, long-term relationships that make us the first call a grower makes when they need help.

TriEst is part of a family of companies known as the TriCal Group, which is a privately held family of companies based in the United States, with worldwide affiliates in areas including Canada, Europe, Latin America, Australia, South Africa, and Asia. The vision of the group is to promote the most beneficial soil environment for growers to produce healthy, bountiful crops that feed the world.

Job Summary

We currently have an exciting opportunity for a Human Resources Generalist who will be responsible for the day-to-day support of all human resource functions including (but not limited to): employee benefits, employee records, recruiting, interviewing, onboarding/offboarding, employee relations, training, and compliance.

Primary Duties and Responsibilities

- Administration of employee benefits including enrollments/changes.
- Administers employee life-cycle transactions including status changes, new-hires, leaves of absence, and other.
- Maintains employee data and personnel records.
- Assists in the selection of workforce including advertising, résumé/application management, interviewing, and other employment-related activities.
- Performs clerical and administrative functions.
- Assists in organizing and executing employee relations events.
- Performs tasks related to the timely reconciliation of employee benefit plans and other benefit plan invoicing to ensure accuracy.
- Other duties as assigned

Experience/Skills

- Ability to work in a team environment.
- Knowledge of HRIS system components; administration is a plus.
- Excellent communication and personal skills both on the phone and in-person.
- Excellent time management and organizational skills.

Requirements

- High School diploma with five or more years of related experience.
- Minimum of three years' experience in human resources.
- Excellent verbal and written communication skills.
- Must maintain confidentiality of employee information.

- Proficiency with Microsoft Office Suite products – Word, Excel, Outlook, PowerPoint, and SharePoint.
- Proficiency with remote work software products such as WebEx or Zoom.

Preferred but not required

- Associates degree in Business, Human Resources, or related field and/or training; or the equivalent combination of education and experience.
- Bi-lingual (English and Spanish)

Job Type:

- Full-time

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Employee assistance program
- Flexible spending account
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Retirement plan
- Vision insurance

Schedule:

- 8-hour shift
- Monday to Friday

Ability to commute/relocate:

- Greenville, NC: Reliably commute or planning to relocate before starting work (Required)

Experience:

- Human resources: 3 years (Required)
- HRIS: 1 year (Required)

Work Location: Onsite In-person

TriestTM
Ag Group