

Baystate Health

Are you looking for an opportunity where you can directly make a difference for your community and lift-up those around you? Do you have a knack for coming up with out-of-the-box solutions to solve workforce shortages? Here's your opportunity!

The Workforce Planning Partner is a Human Resource specialist who draws on his or her expertise in **workforce development**, career mobility, **data analytics**, and business acumen to create, align, and execute talent/workforce solutions and programming. This job role includes Strategic Workforce Planning (long-term planning to ensure Baystate Health's access to the critical talent it needs to deliver on strategic imperatives) as well as Operational Workforce Planning (aligning staffing to short-term plans). As Workforce Plans often result in workforce development strategies, the Workforce Planning Partner is expected to play a lead role as a **program manager** in bringing to life workforce training programs including their design, administration, and recruitment and liaises with stakeholders internally and externally to the organization. Additionally, the Workforce Planning Partner ensures career mobility is an important talent strategy and partners closely with Talent Acquisition and Talent Management to ensure employees regularly promote, playing a case management role with employees that have been affected by lay-off or who may have been afforded job reassignment as an ADA accommodation. He or she also collaborates closely with Compensation Team in the maintenance and development of Career Ladders and for workforce planning consults where compensation matters are part of the project and/or analysis.

How will you make a difference?

Baystate Health is a not-for-profit healthcare organization with a mission of improving the health of those in our community with quality and compassion. As a Workforce Planning Partner, you will advance our goals of maximizing **outside-in** (employing our community members) and **inside-up** (lifting up our employees and unleashing their potential) strategies. Along the way, you will increase their economic and social prosperity and most certainly their own health.

You can expect to coordinate extensively with local educational partners and community benefit organizations. Our Workforce Planning Partner team is involved in workforce development grant funding and is at the table both internally and externally to the organization.

What will you need?

Workforce Planning team members come from many different backgrounds; however, they all have skills that can bear for talent development, recruitment, training, and data analytics. Below are the official minimum requirements you will need to meet:

Baystate Health

Required Education:

Associates Degree (will consider individuals with three years' experience in workforce training, recruitment, or workforce development in lieu of a college degree).

Required Work Experience:

1) Three years' experience in positions that afford transferable skills and may come from other human resource or Talent disciplines, healthcare operations, or workforce development.

Skills and Competencies:

Business acumen. Group facilitation. Data knowledgeable. Intermediate use of Microsoft Excel and other office products. Advanced workday subject matter knowledge needed. Understanding of how to read a balance sheet.

Are you a seasoned Workforce Development Professional with five plus years of experience in healthcare workforce training? Our Workforce Planning team is also part of a career ladder and senior workforce partner positions are available.

Those interested in applying may do so at the following link:

<https://baystatehealthjobs.com/job/workforce-planning-partner-commutable-remote-r20483/>