



AVANTI RESTAURANT SOLUTIONS IS HIRING AN HR GENERALIST

Are you looking for a work environment where you can collaborate with other colleagues who are genuine and have a drive to succeed? Are you highly organized, compliant and able to execute effectively while managing multiple projects? Do you enjoy connecting with people to ensure they can be successful in both their work day and their career? Are you intrinsically motivated to execute at a high level? If this resonates with you, please apply at Avanti Restaurant Solutions for the position of HR Generalist.

Avanti Restaurant Solutions, a successful, privately held, \$50M company, is looking for an HR Generalist to manage the overall employee experience from hiring to onboarding, retention, and beyond.

Please apply if you have all or most of the following skills:

- At least 3+ years working as a human resource professional
- In-depth knowledge of labor law and HR best practices
- Excellent verbal and written communication skills
- Excellent interpersonal, negotiation, and conflict resolution skills
- Excellent organizational skills and attention to detail
- Ability to prioritize tasks and to delegate them when appropriate
- Ability to act with integrity, professionalism, and confidentiality

Day to Day Responsibilities:

- Manage and execute employee exit interviews and offboarding procedures
- Participate in employee disciplinary meetings, investigations, and terminations in accordance with practice policy
- Execute established HR strategies, systems, tactics and procedures across the organization
- Oversee and manage a performance appraisal system that drives high performance
- Maintain pay plan and benefits program
- Assess training needs to apply and monitor training programs
- Recruits, interviews, hires, and oversees the onboarding process of new team member
- Report to management and provide decision support through HR metrics
- Maintains compliance with federal, state, and local employment laws and regulations, and recommended best practices; reviews policies and practices to maintain compliance.

This is a full time non-exempt position.

Salary: \$75- \$110k (depending on experience)

Benefits offered: Medical, Dental, Vision, 401k, 401k match, PTO, and company sabbatical

Location: Costa Mesa, California

Please send resumes to lrossi@avanticorporate.com.