



Crown Laboratories, along with our affiliated companies, has a long-standing heritage in skin care, and we are passionate about providing consumers and clinicians with innovative solutions for the skin. As our mission states, we are committed to developing and providing a diverse portfolio of pharmaceutical and consumer products that improve the quality of life for our customers.

With consumer brands like Blue Lizard Australian Sunscreen, Vita Liberata, and more, we offer best-in-class sunscreens, self-tanning lotions, moisturizers, cleansers and oral care products. Our prescription products provide healthcare professionals with solutions for managing a variety of skin conditions. With the recent addition of Bellus Medical, we are now a leading innovator in aesthetics. We are excited about our future, as we grow to become an innovative leader in the dermatology, skin care, and aesthetics industries while enriching the lives we touch.

We are currently recruiting for an The HR Business Partner / Compensation Expert to become a member of our Business HR team, responsible for developing and deploying key initiatives across the organization. Each HR Business Partner will work within a matrixed organization, providing general support across all divisions and locations, and will have primary Business Partner responsibility for assigned departments or locations. Each HR Business Partner will also be responsible for developing strategic initiatives and / or leading specific competencies with the organization.

**Key Responsibilities:**

- Will serve as an HR generalist in supporting leadership and employees within assigned departments, locations, or division (partner units may change over time), providing expert leadership and support across all HR disciplines.
- Will provide expertise and leadership for compensation and total rewards across the global organization, with emphasis on designing a balanced approach to variable compensation and sales compensation structures
- Partner with department leadership to develop strategies and solutions to ensure high employee engagement and organizational achievement. Key areas of focus will be employee relations, talent acquisition, total rewards, development, performance management, organizational development, internal communications, and full legal / regulatory compliance.
- Support structured change management initiatives to ensure smooth transitions, supporting ongoing organizational development as the company grows and faces the accompanying challenges.
- Hands-on employee relations and leadership coaching, working to support values-based behaviors and a thriving, highly engaged culture within the organization.
- Ensure that all duties are carried out consistent with the strategy, mission, vision and values of the business.
- Conduct all work activities in compliance with Federal and State laws and Company safety policies, procedures, rules, and regulations.
- The position and the scope of responsibilities will evolve and develop over time.
- Other duties as assigned.

**Requirements:**

Any combination of education and experience equivalent to a Bachelor's Degree in Human Resources, Business or a related field and 3-5 years of relevant experience. Prefer experience in a growth-oriented environment. Must have excellent communication skills. This position will challenge the incumbent to learn and grow professionally, so the ideal candidate must be adaptable and demonstrate an eagerness to grow. Previous experience in a multi-national organization is desired, but not required. Travel up to 25%, both domestically and internationally, may be required.

NOTE: This job profile is intended to provide an overview of expected job duties and requirements. It is not intended to be a contract of employment, explicit or implicit. All contents are subject to change at the sole discretion of the company. Cooperation is expected of all employees. Other duties may be assigned as needed.

We offer a competitive benefits package including vacation, medical, dental, vision, short/long term disability and 401(k) w/match.

*an Equal Opportunity Employer*

For other career opportunities, please visit our careers page:

<https://www.crownlaboratories.com/employment-opportunities/>

To learn more about our company and our brands, please visit our websites:

[www.crownlaboratories.com](http://www.crownlaboratories.com)

[www.bluelizard.net](http://www.bluelizard.net)

[www.vitaliberata.com](http://www.vitaliberata.com)

[www.nkdskn.com](http://www.nkdskn.com)

[www.bellusmedical.com](http://www.bellusmedical.com)

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