



## **People & Culture (HR) Business Partner**

The People & Culture (HR) Business Partner is responsible for alignment between business operations and Human Resources practices. The role will execute on core talent management responsibilities for all departments within the company. This role is designed for a proactive individual that can form strong relationships while driving results in a fast-paced environment. This position reports directly into the Executive Vice President of People & Culture, Chief of Staff.

### **What you will do:**

- Participate in the execution of the following Talent Management practices: Performance Management, Employee Relations, Benefits, Compensation, Employee Engagement, DE&I initiatives, and Learning & Development.
- Serve as a resource to team leaders to drive team members' professional development and advancement aligned with ADC's core competency framework.
- Support all annual HR processes: performance reviews, year-end compensation, open enrollment, compensation market surveys, and employment verification.
- Create and implement Human Resource policies and procedures.
- Partner with team leaders to develop job ladders, performance expectations, and organizational structures that support business growth and align with team member development.
- Manage team member engagement surveys and partner with team leaders on department action plans.
- Monitor workplace practices to ensure full compliance with all applicable employment laws.
- Administer HR systems such as payroll, benefits, and learning.
- Manage a diverse set of company-wide HR & culture projects as assigned.

### **Who you are:**

Bachelor's Degree in human resources or a Related Field

5+ Years of experience, directly focused as an HR Business Partner, Employee Relations Professional, or other core HR functional areas.

Excellent communication (written and verbal), organizational and project management skills

Ability to form strong partnerships at all levels of the organization

Comfortable multi-tasking and working under deadlines in a fast-paced environment

Can-do attitude and strong work ethic

Willingness to roll up your sleeves and take ownership of an initiative from start to finish

Flexible and able to work independently and in a team environment

### **Why Agree Realty?**

Agree Realty Corporation (NYSE: ADC) is a high-growth Real Estate Investment Trust based in Bloomfield Hills, MI. We are primarily engaged in the acquisition and development of properties net leased to industry-leading retail tenants. As of September 30, 2021, we owned and operated a portfolio of 1,338 properties, located in 47 states and containing approximately 27.7 million square feet of gross leasable space.

We offer our team members generous compensation and benefits packages that include:

- 100% company-paid monthly health insurance premiums for team members and dependents



- 100% company-paid short-term, long-term, and life insurance premiums for team members
- Simple IRA retirement plan with 3% company match
- 3 company-provided lunches per week
- Onsite fully equipped gym and locker rooms

Our team feels at home working in our award-winning modern office buildings furnished with generously stocked cafés, state-of-the-art auditorium, outdoor patio, and open-area collaboration workspaces.

Ongoing professional development and technology training opportunities are offered to help all team members advance their careers.

To apply for the role, please visit: <https://airtable.com/shrIGFZSbz3HVCfEF>

For additional information about our company, please visit: <https://agreerealty.com/>

*Agree Realty Corporation is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.*