



Sr. People Generalist

Location: Tewksbury, MA

In Person Work Requirements: We are a physical goods-based business and this role will primarily support our hourly, in person workforce, which will require an onsite presence. Your time will be split 60/40 between our warehouse and office locations (both in Tewksbury and conveniently located to 93 and 495), with up to 1 work from home day a week.

Schedule: Monday-Friday, start time between 6-8am to enable availability/access to employees & managers across multiple shifts

Walden Local is a Certified B Corp continuing to rapidly grow our business and mission of making sustainable, humane, locally-raised meat a reality. We're searching for a Sr. People Generalist to support our Operations team across our Tewksbury, MA and Stamford, CT locations. This is a newly created role that will take over some existing responsibilities from the current People team, as well as owning some newly created and in development processes and programs.

You'll have a passion for employee experience and development, while maintaining a business-orientation that enables you to provide mutually beneficial service and solutions to managers and employees alike, in both familiar and uncharted territory. Reporting directly to Walden's Head of People, you'll have significant input into our employee programs and partner regularly with business managers and leaders to aid in your development towards a more strategic role, such as an HRBP or People Operations Manager, depending on your interests.

What You'll Do

- Serve as the primary People team point of contact for all Operations department managers and employees
- Assist Walden employees and managers with general questions on company policies, leave and benefits
- Manage post-hire onboarding and training of all Operations hires, including DEI workshops and other required training
- Partner with People team colleagues and business managers to ensure appropriate staffing levels
- Advise business managers of best practices and employment laws to assist in people-related decision-making
- Administer employee recognition and engagement programs
- Maintain employee files, including attendance records and performance documents
- Partner with business managers to administer Walden's progressive discipline policy
- Perform any necessary investigations regarding complaints or disputes
- Manage worker's compensation & unemployment claims, ADA, FMLA and MA/CT PFMLA paperwork and processes
- Support broader People team, culture and company initiatives as they're developed and implemented
- Maintain confidentiality of sensitive company and employee information
- Ensure compliance with local, state and federal employment laws

What You'll Bring

- 3-5 years of HR Generalist or People Generalist experience supporting an hourly workforce
- 2+ years experience supporting a warehouse, manufacturing or similar workforce
- Associate's or Bachelor's degree, or equivalent additional work experience
- Passion about Walden's mission to grow sustainable, local food systems and agriculture in the Northeast
- Enthusiasm for developing a best in class employee experience

- Strong working knowledge of employment laws across New England and New York
- Excellent interpersonal skills in all mediums of communication (written, video, verbal and in person) with employees across all levels of the organization
- Highly flexible, adaptive, with a problem-solving orientation
- Desire for and commitment to continuous learning and improvement

Bonus points if you have...

- HR or Staffing certifications (aPHR, PHR, CSP, SHRM-CP, etc)
- Experience in start-ups or rapid growth companies

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to share your unique experience and interest in this role and our mission.

What We Offer

- Financial: Company Bonus Plan, 401k
- Health & Wellness: Medical, Dental and Vision, Unlimited PTO, 8 Paid Holidays, Parental Leave, Paid Sabbatical Program, Paid Volunteer Time Off
- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat shares, 25% discount at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

We're proud to be an equal opportunity employer - and celebrate our employees' differences, including race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and Veteran status. Different makes us better.