

Why MIL?

MIL is a dynamic workforce of industry professionals who deliver world-class solutions in cyber, engineering, financial management, and information technology – and we are looking for candidates like you. Whether you're fresh out of college or the military or well into your professional services career, MIL has great job opportunities that might be right for you.

Here at The MIL Corporation, we pride ourselves on the family-like environment instilled amongst our team. Our employees love working here, and it truly shows through our various recognitions & awards. Last year alone, we earned:

- 2018 Fortune, Great Place to Work®: Best Place to Work for Diversity
- 2018 Great Place to Work®: Best Small & Medium Workplaces
- 2018 Workplaces Award, The Washington Post (Washington, D.C.)
- 2018, Above & Beyond Award, Employer Support of the Guard and Reserve (ESGR), Department of Defense

Whether your goal is to help defend our country through the cyber efforts of the Department of Defense or ensure proper financial management/accountability with the Department of State, The MIL Corporation welcomes you. Become a part of something greater, where you, the people, make the difference.

Summary

The MIL Corporation seeks an experienced Senior HR Generalist to support our DoD Offices, located in Lexington Park, Maryland. The Senior HR Generalist will be the primary customer-facing partner between HR and the business. S/He will provide and lead management with sound guidance in regard to HR policy, workflows and process as well as employee management and development.

Key Duties

- Partner with department management to align human resources strategy with department objectives
- Serve as a trusted advisor and builds a valued relationship with teams, from employees to leadership
- Spearheads and advises management in employee relation issues, performance management/improvement and corrective action
- Leads employee relations investigations
- Analyze trends including turnover, culture survey, and complaints
- Helps management identify training needs, integrate effective HR processes, programs and practices into daily operations
- Provide consultation and guidance to management in the interpretation of human resource policies, procedures, programs and applications related to new regulation and laws
- Ensure business practices are in accordance with human resource policies and employment laws.

Required Qualifications

- Bachelor's degree with 5 to 7 years of Human Resources experience
- 5 years of experience in Federal Government contracting
- Knowledge of DCAA requirements, FLSA, SCA, DOL, and other federal/state employment laws
- Ability to travel to the local VA/MD/DC market

Desired Qualifications

- PHR or SPHR certification
- SHRM-CP or SHRM-SCP certification
- Experience with Deltek CostPoint, Deltek T&E, ADP WorkforceNow and Taleo

Clearance

None

The MIL Corporation is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity and sexual orientation, national origin, disability status, protected veteran status, or any other characteristic protected by law.