



## TCR Group – HR Generalist (Taylor, MI)



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#### The Opportunity

TCR North America is growing rapidly across the U.S. and Canada! We are looking for a dynamic **HR Generalist** to join our Detroit team in a cross-functional capacity. This role is perfect for an adaptable HR professional eager to support multiple facets of human resources, including talent acquisition, employee relations, compliance, and workforce development. If you have a passion for people and process, thrive in a fast-paced environment, and want to make a real impact, we want to hear from you!

#### A snapshot of what you will be doing here:

**HR Operations & Compliance:** Implement and oversee HR policies, procedures, and programs, ensuring compliance with U.S. and Canadian labor laws at federal, state, and provincial levels.

**Talent Acquisition & Workforce Growth:** Manage the full-cycle recruitment process, from sourcing and interviewing to onboarding new hires, to support our rapid expansion across North America.

**Cross-Functional HR Support:** Provide HR guidance across departments, ensuring seamless workforce planning and employee engagement initiatives.

**Employee Relations & Performance Management:** Address employee concerns, conduct investigations, and provide conflict resolution strategies while supporting performance evaluations and development programs.

**HR Systems & Data Management:** Maintain accurate employee records, manage HRIS systems, and support payroll processing as needed.

**Workplace Culture & Engagement:** Lead HR projects, training initiatives, and culture-building activities to enhance employee experience and retention.

**Benefits Administration:** Oversee employee benefits programs, including enrollments, updates, and responding to inquiries.

#### We are looking for an individual who:

Is highly adaptable, with the ability to pivot between various HR responsibilities and locations as we grow.

Has strong interpersonal and communication skills, with the ability to handle sensitive information confidentially.

Is proficient in HR software and Microsoft Office Suite.

Possesses problem-solving and decision-making abilities to navigate HR challenges effectively.

HR certification (PHR, SHRM-CP) is a plus.

#### ♥ Why You'll Love Working with Us:

**Be Part of a Thriving International Team:** Join a successful, growing company where you'll be valued and empowered to make an impact.

**Quick Decision-Making and People-First Culture:** Work in a company that prioritizes its people and supports fast, effective decisions.

**Growth-Focused Environment:** Enjoy opportunities for professional development and career advancement.

**Competitive Salary and Benefits:** We offer a competitive salary based on experience.

**Our Comprehensive Benefits Include:**

- Health, Dental, Vision, STD/LTD, and Life Insurance, Employee Assistance Program (EAP)
- Generous Vacation and Sick Leave, plus a 401K with matching contributions
- UNLIMITED REFERRAL BONUSES – because we know great people know great people!

**Our company**

At TCR Group, we are committed to revolutionizing the aviation industry by providing integrated solutions for Ground Support Equipment (GSE). Our services include GSE rental, leasing, and maintenance. With headquarters near Brussels and a team of approximately 1700 employees, we operate globally across over 200 airports in America, Europe, Asia Pacific, and the Middle East. Our dedication to excellence makes us a trusted partner for customers worldwide.

**Do you think we could be a match? We look forward to meeting you.**

If you are passionate about customer service, enjoy close attention to detail, and thrive in a collaborative environment, we invite you to apply for this exciting role.

Please note: We kindly request that agencies and recruiters refrain from contacting us regarding this job posting.