

Who We Are

From its inception, FrameTec's mission has been to provide real world solutions to the building industries biggest problems. We are a vertically integrated framing and structural component provider here to disrupt the status quo, to reject the mediocrity that is spawned by corporatism and to return our industry to one driven by innovators, mavericks, and go-getters. With three Arizona plants currently under construction that will employ nearly 700, and an aggressive growth plan to take our proprietary process coast to coast, FrameTec is poised for meteoric growth.

We are here to provide a place for our industry's best to thrive. If you want to be part of a team that values hard work, integrity, innovation, transparency, community, and loyalty, you belong here.

Why We Need You

FrameTec has an immediate need for a Human Resources Director to set and execute the people strategy for its manufacturing and framing operations. With the goal of becoming the preferred employer and solutions provider in the construction industry, the HR Director will work hand in hand with FrameTec's Leadership Team to implement a foundation focused on talent management, organizational effectiveness, workforce planning, employee engagement and helping every member of the team achieve their professional goals.

To be successful in this role, the ideal candidate must possess a strong business acumen and find ways to maximize both employee engagement and satisfaction, while supporting the company's long-term goal of profitability. The HR Director will be a key member of the leadership team and help shape FrameTec into the most sought-after employer in the entire construction sector by demonstrating, and embodying our values and providing data-driven recommendations that improve operational performance and the overall employee experience.

Core Duties and Responsibilities

- Partner closely with the In-Plant and Field Framing Operations Leadership Teams to advise on all HR related matters.
- Build and maintain trusted business partner relationships throughout the organization, exercising good judgment with sensitive and confidential issues. Provide coaching and mentorship while facilitating conflict resolution and team building.
- Operate as a key member of the Management Team, partnering with Operations Leadership to ensure policies and initiatives are holistic, scalable, and realistic.
- Lead the creation and implementation of FrameTec's "People Programs", strategies, and plans.
- Build a talent strategy and leadership development program to include succession planning and identification of hi-potential and at-risk employees.
- Create and analyze people reports, dashboards, and datasets to facilitate quality, data-driven talent recommendations and decisions.
- Partner with Operations Management to ensure recruiting efforts are aligned to current and future business needs.
- Ensure compliance with federal, state, and local legal requirements by staying up to date on existing and new legislation; anticipating legislation; enforcing adherence to requirements; advising management on needed actions.
- Investigate and resolve employee complaints and disputes.
- Act as player/coach demonstrating best practices & behaviors that motivate employees to perform at their highest levels.
- Drive efficiency throughout the HR team and HR processes utilizing lean principles.

Experience, Competencies and Job Requirements

- 10+ years of HR Leadership experience.
- Advanced communication capability. Can make the complex simple and tell an engaging story at all levels of the organization to “sell” initiatives, investment, and change. Speaks the language of the business.
- A passion for developing, coaching, and mentoring employees at every level of the organization.
- Experience driving HR processes, in partnership with the business, related to talent acquisition, talent review, organizational design, etc.
- Strong business acumen and analytical skills.
- Experience in managing other HR professionals.
- Exceptional assessment skills and experience driving Talent Management processes which include a comprehensive diagnosis of individual and team capabilities.
- Thorough knowledge of employment-related laws and regulations.
- Experience successfully navigating a complex, high growth business in the startup phase is a plus.

Our Mission

To be a revolutionary force in the construction industry and bring about drastic advancements in productivity, reliability and accuracy by being the most innovative, efficient, and dependable vertically integrated framing solutions provider in the nation.

Our Vision

To be a company that is home to our industry’s very best professionals, innovators and mavericks. A company that fearlessly and unapologetically lives out our values, and pursues our mission with uncommon tenacity, commitment, and resiliency.

Our Values

Integrity. We do what we say we are going to do and honor our commitments without exception.

Humility. We demonstrate humility always.

Individual responsibility. We are comfortable with taking accountability for our actions and accept the consequences that come with them.

Loyalty. We are loyal to our brand, our team, suppliers, and customers and are transparent and honest in our dealings.

Community. We understand that if you take care of the people and communities you serve, profits take care of themselves.

Pride. We take pride in our work and stand by our products and services.

Patriotism. We are an American Company, proud of our Country, our flag and the American ideas of freedom, grit, and hard work.



FrameTec™

ROOF & FLOOR TRUSSES | WALL PANELS | JOBSITE FRAMING