



JOB ANNOUNCEMENT

Posted September 18, 2025

Human Resource Director

About Us

Huwa Enterprises is a nationally renowned land reclamation and restoration company that has successfully reclaimed over 3 million acres across 44 states in the US. Our work integrates science, technology, and environmentally sound practices across land reclamation, renewable energy, civil infrastructure, and natural disaster recovery. We leverage the most advanced tools and innovations to deliver exceptional, sustainable solutions to our clients.

Objective

The Human Resource Director will lead all aspects of the human resource function in collaboration with the Executive Vice President/Chief Financial Officer, as a part of the administrative leadership team. We expect this role to be an employee champion, a loyal employee to the company and a leader of change to support the maintenance and implementation of best practices in human resource management. Additionally, this individual will be responsible for coordinating all administrative activities related to the company's personnel.

Reports to: Executive Vice President/Chief Financial Officer

Duties:

Provide overall leadership and drive all aspects of human resources from design through execution including workforce planning, talent acquisition, pre-employment, orientation and onboarding, succession planning, employee relations, coaching performance management, employee development, leadership development, compensation, benefits, compliance, communication, and employee engagement.

- Develop and implement HR strategies and initiatives aligned with the overall business strategic plan and priorities.
- Manage the talent acquisition process, including recruiting, interviewing, hiring and onboarding.
- Create a competitive compensation strategy for all positions based on market research and pay surveys; keep the strategy up to date with market changes, and ensure compliance with the Colorado Pay Equity Act, and other relevant employment laws.
- Implement learning and development activities for employees, often in collaboration with other divisions such as safety, operations, etc.
- Develop, maintain and improve documentation related to the HR function, including process and policy documentation, organizational charts, talent acquisition records, employee handbooks and company policy, safety, etc.
- Oversee benefit plans to ensure cost efficiencies and attractiveness to attract and retain top talent.
- Consult with and advise business leaders, managers and employees on all aspects of human resources.
- Maintain knowledge of industry trends and state(s) and federal employment legislation, laws and regulatory requirements to ensure the Company's compliance and minimize risk.
- Recruits, interviews, hires, trains and manages staff in the HR department.



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- Ensure job descriptions are up to date and compliant with all local, state and federal regulations.
- Develop training materials and performance management programs to help ensure supervisors are doing an excellent job of coaching employees and that each employee understands their job responsibilities.
- Bridge management and employee relations by addressing concerns, grievance or other issues.
- Investigate employee issues and conflicts and assist supervisors in bringing them to resolution.
- Maintain HR systems and processes.
- Design and implement employee retention strategies.

Qualifications:

- Bachelor's degree in Human Resources or Business Management, or other related field (Required)
- 5+ years human resources leadership role (Required)
- SHRM Certification (Highly Preferred)
- Excellent verbal and written communication skills including listening, comprehension and providing constructive feedback (Required)
- Strong interpersonal skills with the ability to engage with others, establish trust, and build strong professional relationships (Required)
- Skills in coaching, mentoring and training (Required)
- Excellent conflict management and negotiation skills (Required)
- Strong proficiency with Microsoft Office, especially Excel and Outlook, and Adobe Acrobat (Required)

Work Requirements:

- This is a full-time, exempt position.
- Normal working hours vary between 7:00 a.m. and 5:00 p.m. Monday through Friday, with some evening and weekend engagements, with the expectation of a minimum 40-hour work week.
- Position is based in Keenesburg, CO.
- Must be able to pass a pre-employment background check, including drug and alcohol screening.
- Position requires frequent sitting, standing, walking and use of office equipment.
- Includes work in an indoor office environment, with ability to visit construction field job sites as needed.

Salary & Benefits:

- Anticipated Hiring Wage Range: \$140,000 - \$180,000 annually DOE
- Medical, Dental, Vision, FSA/ HSA, Short Term/ Long Term Disability, 401k with matching contribution.



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- We provide paid Sick Leave as determined by Colorado's Healthy Family and Workplaces Act (HFWA).
- Paid time off (PTO) and paid Holidays.

To Apply:

Please complete the application as linked on our careers page at [Careers – H2 Enterprises](#). Please attach a full resume outlining your education/training and professional experience, as well as a cover letter addressing your specific interest in this position. Professional references will be required for verification prior to an offer being made.

A review of applications of qualified applicants will begin no later than September 29, 2025, and will continue until the position is filled.

You may contact Human Resources with any questions by e-mailing HR@HuwaEnterprises.com.

Notice to All Applicants:

- 1) Proof of eligibility to work is required to be produced within three (3) days of hire; 2) Direct Deposit is a condition of employment; 3) Applicants may be required to complete a successful background check prior to employment, including but not limited to drug screening and MVR, depending upon the duties of the position; 4) Requests for ADA reasonable accommodation in the application process can be requested by contacting HR@HuwaEnterprises.com.

Huwa Enterprises is an Equal Opportunity Employer:

It is the Company's policy to provide equal employment opportunities for all applicants and employees. The company prohibits all forms of discrimination and harassment including those that violate federal and state law. The company does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, marital status, gender identity, or sexual orientation in its employment practices and activities. To report any concerns or complaints, you may contact Human Resources at HR@HuwaEnterprises.com.