



Human Resources Manager

About Us

Aulick Engineering is a woman-owned small business providing engineering design and construction management services for transportation projects across the Southeast. We deliver high-quality services to airports, DOTs, municipalities, and engineering firms.

At Aulick, we offer our team members the opportunity to grow at their own pace, without being confined to a typical role. Our close-knit team ensures that every member, regardless of role, plays an integral part in all aspects of our work, from project planning and design to implementation and completion. We value hard work, but we also prioritize a healthy work-life balance and a supportive environment where achievements are recognized and rewarded.

We're looking for individuals who are kind, resourceful, respectful, and trustworthy, as these values are at the core of our team. If you share these values and are ready for a rewarding and challenging career, we'd love to have you join us.

Job Description

We're looking for an experienced Human Resources professional to help lead and evolve our HR function at Aulick Engineering. In this role, you'll take ownership of key HR programs and processes, such as recruiting top talent, supporting employee growth, enhancing benefits and compensation strategies, and building a culture where people thrive. You'll work closely with leadership to strengthen the employee experience at every stage. If you're ready to bring your HR expertise to a company that values people, purpose, and flexibility, we'd love to hear from you.

Qualifications

- Bachelor's degree in Human Resources, Business, or a related field
- 5–8 years of progressive HR experience, preferably in a professional services or technical environment
- Broad HR generalist knowledge, with demonstrated experience in benefits, employee relations, recruiting, and compliance
- A strategic mindset paired with hands-on execution—able to shift between daily tasks and big-picture thinking
- Strong interpersonal skills and the ability to build trust at all levels of the organization
- Experience supporting or advising managers and leaders on people matters
- SHRM-CP or PHR preferred
- Ability to be in our Atlanta office 2–3 days a week, with occasional travel to other office locations (GA, SC, NC)

Responsibilities

- Lead and continuously improve the full employee lifecycle: recruiting, onboarding, development, and offboarding
- Partner with leadership to support workforce planning, career pathing, and succession strategies



- Serve as a trusted advisor to managers on employee relations, performance management, conflict resolution, and team development
- Oversee benefits and 401(k) administration, including annual open enrollment, plan renewals, and employee education
- Ensure compliance with federal and state labor laws, and maintain up-to-date HR policies and employee handbook
- Track and analyze HR metrics such as turnover, retention, engagement, and compensation trends
- Support compensation and classification reviews, salary benchmarking, and annual salary planning
- Champion employee engagement initiatives and lead efforts to strengthen company culture across offices
- Oversee performance management process and work with managers to drive employee development
- Maintain and improve HRIS systems and employee data accuracy

Benefits

- Medical insurance
- Vision and dental insurance
- Healthcare and dependent care flexible spending accounts (HSA and FSA)
- Employer-paid short-term and long-term disability coverage
- Employer-paid life insurance and AD&D insurance
- 401k program with company match
- Discretionary time off
- Ten (10) paid holidays
- Fitness membership reimbursement
- Flexible hours and work-from-home days
- Company-provided equipment, including laptop and cell phone

Equal Opportunity Employer

Aulick Engineering is an Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to race, sex, religion, national origin, age, sexual orientation, disability, veteran status, genetic data, or other legally protected status.

Want to Learn More?

If you are interested in learning more about this opportunity, please submit your resume to jlott@aulickengineering.com.