



Job Title: HR Business Partner
Department: Human Resources
Reports To: HR Director
Supervises: None
Job Group: Professionals
Exempt or Non-Exempt: Exempt

At R.D. Offutt Company, we're looking for an HR Business Partner who's passionate about building strong teams and shaping a thriving workplace culture. In this role, you'll partner with field leaders and support R.D. Offutt Farms teams through meaningful HR initiatives, including regular in-person support at farm office locations. If you're energized by people, strategy, and purpose—this is your opportunity to shine. Apply and make an impact every day!

What's in it For You:

- \$60,000 – \$85,000
- **Competitive compensation** to reflect your experience.
- **A comprehensive benefits package** that supports your well-being. For more details and to view these offerings, visit R.D. Offutt Company's benefits page.
<https://www.rdoequipment.com/careers/benefits>
- **A company that lives by its core values.**

Why R.D. Offutt Company?

At R.D. Offutt Company, we're more than a farming business—we're a people-first organization rooted in family values, entrepreneurial spirit, and a drive to make a difference. In this role, you'll support R.D. Offutt Farms teams across farm offices, partnering closely with agriculture leaders and employees through a commitment to excellence, stewardship, and community.

Locations & Travel Expectations:

This position is remote-based and ideally suited for someone located in the Minneapolis/St. Paul metro area or the surrounding region, with the ability to travel regularly to support farm locations. The role will generally work remotely, with planned onsite presence at farms or farm offices approximately one week per month, based on business needs. Travel is expected to be approximately 25–30% and will include Minnesota farm offices in Becker, Broton, Hastings, Park Rapids, Perham, Ripley, Staples, and Wadena; periodic travel to Nebraska locations in Atkinson and O'Neill and the Wisconsin location in Menomonie; and periodic travel to our Field Support Office in Fargo, North Dakota.

What You Will Do:

- **Build trusted partnerships:** Connect with field leaders to provide expert HR guidance and foster strong team relationships.

- **Champion talent success:** Support recruiting, hiring, and performance management to help teams thrive.
- **Navigate complex challenges:** Advise on sensitive employment matters including conflict resolution and separation processes.
- **Shape the future:** Collaborate with leaders to drive career development and succession planning strategies.
- **Lead with purpose:** Take ownership of impactful HR projects and ensure compliance through training and support.
- For a complete list of duties and responsibilities, view the full job description [here](#).

What You Will Need:

- **Bring HR experience:** 3+ years of experience in Human Resources.
- **Apply your education:** Bachelor's degree in HR, Business, Communications, or a related field preferred.
- **Manage performance:** Demonstrated experience in employee performance management.
- **Resolve conflicts:** Proven ability to handle employment disputes and separation processes.
- **Communicate effectively:** Strong verbal and written communication skills.
- **Stay organized:** Excellent organizational and time management abilities.
- **Be flexible:** Willingness to regularly travel to farm office locations and provide in-person HR support where needed.
- **Valid work authorization:** Candidates must have valid work authorization and be able to work in the U.S. without company sponsorship.

Why You'll Love it Here:

- **Experience the energy:** Every day brings something new in our fast-paced, ever-evolving work environment.
- **Thrive in a team-first culture:** collaborative, supportive team environment where we share knowledge, celebrate wins, and help each other succeed.
- **Grow your career with purpose:** Whether you're just starting out or looking to lead, you'll find opportunities to learn, develop, and advance in HR.
- **Get involved and give back:** From volunteering at local events, you'll find plenty of ways to connect with the communities we serve and make a difference.