



BayCare Health System

Team Resources (TR) Internship Job Description

Overview

The BayCare Team Resources division is a multi-functioning, multi-faceted department that supports the Vision, Values, Goals and Strategic Plan of BayCare. BayCare refers to Team Resources where many other companies know it as Human Resources. BayCare believes Team Resources depicts a more descriptive title of the importance we place on our Team Members.

The Team Resources Team is led by the Senior Vice President and Chief Team Resources Officer. It is comprised of Total Rewards, Leave Services, Worker's Compensation, TR Technology, Team Member Relations, Team Member Services, Talent Acquisition, Diversity, Equity & Inclusion and Organizational Development & Learning.

BayCare TR Internship Objective

The individual selected for the BayCare TR Internship will be provided an opportunity to immerse themselves into the field of Human Resources. Their primary concentration will be with the Team Member Relations (TMR) team, located in Hospital Division; however, they will rotate throughout the entire division allowing them to have exposure to the full complement of TR. The incumbent will report to the Director of Team Resources-Hospital Division who will guide and mentor. The intern can expect to learn and understand the various roles the TMR teams are involved in as well as take an active role in the projects they are responsible for; such as Retention and Turnover analysis and mitigating initiatives.

BayCare Expectations

The ideal candidate will be aligned with the Vision of BayCare and embrace our Values. In addition, be in a Human Resources Management or similar degree program and have a strong desire to establish a career in HR; be committed to learning and participating in all aspects of the job including day to day, special events, meetings and presentations as needed. The intern chosen will demonstrate strong communication skills, computer skills, ability to critically think and demonstrate solid judgement and decision-making skills.

Intern Expectations

The BayCare Intern chosen can expect to find a positive work environment and culture, learn and gain a greater knowledge of HR in practice, contribute their ideas and gain real world experience.

Performance Feedback

BayCare TR Intern will receive regular feedback from their leader and other TR professionals. They will always be encouraged to ask questions and request feedback at any time. At the conclusion of the program, they will be given a formal review of their performance.