

TRIBAL INTERNSHIP PROGRAM

Human Resources Department



About Our Department

The Human Resources Department (HR) at San Manuel is all about guiding progress and developing people. The department works to ensure the quality of team members meet the enterprise's needs by hiring and building a robust community of diverse talent.

HR is known as a "shared service," meaning that it works with both Tribal Government Operations (TGO) and San Manuel Casino (SMC). The department is composed of five sub-departments – Talent Strategy, Talent Acquisition, Talent Infrastructure, Talent Management, and Talent Development – and they all work collaboratively to develop strategies, processes, programs, and procedures that support the workforce at all levels and during all stages of their careers.

Team members look to HR for such needs as onboarding, the process where they first begin to learn about the Tribe, its history, and culture, as well as how to be successful working at San Manuel. Team members also look to HR for benefit information, from medical, dental, and vision coverage to insurance, 401(k), and wellness programs to keep themselves and their families healthy and prepared for the future.

HR also provides avenues for career advancement, employee engagement, conflict resolution, and communication so everyone can understand and remain focused on the Tribe's priorities.

What You'll Learn

An internship with the San Manuel Human Resources Department takes a behind-the-scenes look at everyday operations within the department. During the internship program, participants can learn:

"From Hire to Retire"

The importance of what HR calls The Employee Lifecycle, which begins even before a potential candidate expresses interest in working for San Manuel, and ends when an employee is no longer employed by the Tribe. Learn how the five areas of HR work together to support the enterprise and explore the common ways employees and managers rely on HR's expertise and guidance.

Engagement

Learn ways HR communicates with the workforce to keep them informed. Participate in activities and planning designed to increase employee engagement.

Yaamava' and Beyond

Learn how HR is preparing to hire thousands of new hires during the upcoming San Manuel Casino Resort Expansion Project and future Tribal endeavors. Participate in the hiring process by attending hiring events and reviewing candidate resumes.