

Chief People Officer

San Francisco, CA, US

Company X - Full-Time | Job date : [03-19-2019]

Description

[Company X] is looking for a Chief People Officer to lead our global People Operations organization (currently 75 people in 8 countries). You will be accountable for driving and scaling our global People Operations and Recruiting teams, including HR, Reward, Talent Development and HRIS and Analytics. This position is located in [San Francisco] and reports to the CEO of [Company X], [name].

Primary Responsibilities:

- Lead our global People Operations organization serving the [2,000] employees at [Company X].
- Define and ensure execution of People Operations operational activities and programs against Company X's ambitious growth plans in ways that reflect Company X's core values.
- Drive employee engagement through the refinement, maintenance and evolution of Company X "culture."
- Establish and perpetuate Company X as a compelling and engaging global employer brand.
- Develop strategy across HR, Reward, Talent Development, HRIS & Analytics and Recruiting, and drive execution through your leaders.
- Acts as a strong partner to our executive leaders in developing goals and strategies that increase the impact our people across the organization.
- Drive achievement against our core organizational metrics such as employee success and culture, engagement and other data.
- Introduce us to new ways of thinking about our people analytics and drive activity accordingly. Architect the employee experience at Company X.
- Help us ensure we're focusing on the right things that make real differences to our future goals from a people point of view.

- Ensure that the entire function is performant, streamlined and well aligned with the vision and goals of the global organization.
- In partnership with key stakeholders (e.g. the CFO and COO), assist in the development and implementation global workforce planning and strategies.
- Introduce new and/or improved methodologies for attracting, assessing, selecting, rewarding and developing strong and diverse talent pools.
- Frequently assess, and rebalance, how the team is resourced and focused in order to deliver on what is needed today and tomorrow around the world.
- Evangelize Company X's approach to people and culture externally, sharing best practice and representing the company at events.

Requirements:

- Substantial People Operations leadership experience, particularly building and scaling a high functioning team globally in a fast-growth environment.
- Able to partner with and influence all levels of the organization through trusting, respectful, and highly communicative relationships.
- A strong voice at C-staff level in the organization, advocating for programs and driving solutions that align with business goals.
- A keen eye for data and driving a culture of assessment and analytics among the organization.
- A high standard of people leadership skills that others can learn from and seek to emulate, including an ability to manage teams remotely, drive high performance and change.
- Superior presentation and verbal / written communication skills; comfortable with giving and receiving open, constructive feedback in a way that fosters trust and respect.