

VP of People Job Specification

The Position

We are looking for an experienced and talented VP of People to act as strategic support to the Expeto team with a focus on building, supporting, fostering and ensuring unerring support for the Expeto vision and mission and the communities we are a part of. The VP of People will develop, communicate, and implement a robust and empowering people strategy to support our remote-first approach and ensure all Expeto staff continue to do their best work and reach their full potential.

As Expeto's VP of People, you will be a driver and a thought leader in this space - an individual passionate about innovating and initiating new ideas to create an environment and culture that is productive, meaningful, inclusive, and enjoyable for all our people.

Responsibilities

You will:

- Oversee our Talent Development strategy to identify and support growth and bring in the best talent globally, proactively assess and measure the health of our culture and continue to innovate and nurture an environment that promotes and protects it.
- Bring analytic and operational rigour to our processes to support our thriving culture, create fully integrated teams and provide a great candidate and customer experience at scale.
- Build a culture with diversity, equality, and inclusion deeply embedded into our organisational fabric.
- Invoke and support the spirit of accountability, achievement and leadership across all we do, yet promote and create awareness and opportunities to maintain a healthy work-life balance.
- Create a rapid, effective onboarding system and nurture and support all talent levels through performance & salary reviews, reward and recognition programs and training & learning initiatives.
- Reinforce our remote-first approach to help us communicate effectively across teams and locations, including a calendar of events that help foster close relationships among team members and create a space for collaboration, conversation, and creativity.
- Foster opportunities for Expeto outreach and support to the communities and interests our team members are or want to actively support.

What We're Looking For

You:

- Have experience in a similar People-related role in a fast-paced, innovative, remote-first or hybrid environment.
- Can analyze, organize and communicate effectively across all internal and external leadership levels, and think strategically to help deliver the best solution.
- Will attract and retain the best people in line with our 'team members first' guiding principle to forge solid relationships and build growth across our teams and customer base.
- Create systems and processes which are efficiency and friendly for Expeto team members to get what they need for relevant support and activities.
- Have excellent knowledge of talent operations, employee onboarding and development, compensation philosophy, policy and processes and culture and community building. You will work closely with our recruitment partner to ensure an efficient and streamlined process.
- Will prioritize the team's well-being and meet timelines through proactivity, diplomacy, hard work, and resourcefulness.