



Zoomo - People and Culture Manager


AirTree Ventures • The Rocks NSW 2000

 Base pay
\$0 - \$0

 Work type
Full Time

 Contract type
Permanent


Job details

 Date posted
28 May 2021

 Expired On
26 Aug 2021

 Category
HR & Recruitment

 Occupation
Management - Internal

 Base pay
\$0 - \$0

 Contract type
Permanent

 Work type
Full Time

 Job mode
Standard/Business hours

Work Authorisation
 **AUSTRALIAN CITIZEN /
PERMANENT RESIDENT**

Perks

TRAINING

Skills

LEADERSHIP

MANAGEMENT

PAYROLL

COMPENSATION

COMPENSATION AND BENEFITS

HR

HR METRICS

HRMS

HUMAN RESOURCES

OPERATIONS

RECRUITMENT

Full job description

Our Story

Our ambition is to make Zoomo the best place to work in the world. Our team has 100 people, spread across offices in Sydney, Melbourne, Brisbane, San Francisco, Los Angeles, New York and London. We just closed our Series A and are growing everyday!

You

We are looking for a highly motivated rising star to build and drive our people

function. We need your help improving our culture as we scale to become the world's largest provider of Ebikes and the best employer. You'll be a designer, builder and implementer of processes and systems. You know how to create a winning culture and are ready to hop on a rocketship. You will report to the CEO and work with our finance, operations and legal teams to the people function at Zoomo.

Responsibilities

- Build our global HR functions
- Lead HR projects like compensation plans revisions
- Implement functional HRMS and internal databases across all departments and locations
- Develop recruitment, retention and incentive strategies
- Oversee our payroll and performance evaluation systems
- Design company policies and procedures
- Track key HR metrics like cost per hire and retention rates
- Develop initiatives to improve our eNPS
- Manage internal communication projects
- Measure the effectiveness of our benefits programs and recommend improvements
- Coordinate employee training and development initiatives

Requirements

- 5+ years experience in human resources (experience in a fast paced start-up a plus)
- Experience in recruitment
- Experience with Human Resources Information Systems including payroll tools
- Experience in designing compensation and benefits programs
- Good knowledge of labor legislation
- Leadership abilities
- BSc in Human Resources Management; MSc is a plus

Benefits

- Working at a high growth established start-up with a strong management team and global presence
- The chance to be part of an organisation in hyper-growth with plenty of opportunity for personal development
- Flexible workplace with a team of extraordinary, motivated and fun co-workers
- Autonomy and ownership of the work you do, with flexible hours
- The full support of an experienced management team in helping you meet your targets and your professional development goals
- Attractive remuneration package and benefits
- Equity
- Tech budget
- Wellbeing budget

- Expect autonomy and responsibility, solving problems you've never imagined even existed, at high pace