



Head of People (m/f/d) / Cologne / Starting February 2019 / full-time

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This goes out to all of you who want to find a purpose in what they are doing.

Honestly is a fast growing SaaS tech company that specializes in employee engagement. Working together with top brands all over the world, Honestly aims to shake up the business world by embracing the human side of business and developing meaningful relationships between companies and its employees and customers. Only by putting people first and emphasizing the relationship a business has with its employees and customers, organizations can create real value based on feedback. Therefore, we are profoundly convinced of our vision to create a world where people trust organizations as they would their best friend.

### Head of People (m/f/d)

As our Head of People (m/f/d) it is your responsibility to develop leaders, anticipate growth and enable the team to build a learning organization. Besides inspiring employees to be and do their best, you will establish a people strategy for growing our team while maintaining high performance. Moreover, it is your task to develop roadmaps and create an amazing employee experience throughout the entire employee lifecycle. From Hiring, Recruiting, Onboarding and Development through to Offboarding and Retention – your job is to establish a brilliant HR framework and implement processes with passion and entrepreneurial spirit.

As our **Head of People (m/f/d)** you will:

- **HR Processes & Strategy** – Establish a top-notch HR framework and streamline processes, improve communication processes and introduce self-organization as a foundation of Honestly
- **Employee Engagement** – Shape Honestly's product with your expertise and help it to become the platform for employee engagement, be our learning director and design and implement employee development programs, act as an independent mediator our employees can confide in with problems they have
- **Culture & Values** – Organize team events and offsites, actively shape our culture by reinforcing company values & vision
- **Talent Management** – Find, pool and interview the greatest and brightest talents and convince them to become part of our family

- **Learn & Grow** – Connect with leading HR people to learn from their practices, visit HR conferences and connect with influencers

**For this, we believe you should have:**

- Enthusiasm for HR and curiosity for your and your fellows' further development
- 2+ Years of professional experience in the fields of HR (preferably in a company with high growth) as well as in project management and execution
- Team leadership mentality, strategic thinking and smart decision-making
- An entrepreneurial mindset with attention to detail & the passion to get things done
- Unimpeachable integrity, exceptional emotional intelligence, listening and communication skills
- Outstanding interpersonal and organizational competencies
- Excellent English and preferably German skills (C2-level)

**What's in it for you?**

You will be an integral part of a growing people-first start-up in the heart of our beautiful Cologne. You will have the unique opportunity to get your hands dirty and grow in the fields of Human Resources (and so much more!). This is your chance to bring your career to a whole new level. We trust each other and believe in self-organization, that's why we want to give you the possibility to develop freely.

Of course, all the benefits you'd expect are included – from free drinks to fresh fruit, foosball matches and rooftop barbecues. Add a competitive salary, a quirky and loveable bunch of coworkers from eleven different countries, and a meaningful product with a great vision, and you'll get why our Honestly is an awesome place to work.

**Did we spark your interest? Let's talk!**

Send your

- CV
- LinkedIn/ Xing profile
- cover letter and
- salary expectations

to [jobs@honestly.com](mailto:jobs@honestly.com) and we will get back to you. We look forward to welcoming you aboard!