

VICE PRESIDENT, PEOPLE & CULTURE JOB DESCRIPTION

ABOUT US

EcoPlanet Bamboo is leading the commercialization of bamboo as a sustainable, deforestation-free, climate friendly, alternative fiber for some of the world's largest industries. We are a triple bottom line company putting equal emphasis on people, planet and profit, and building a team that is collaborative, entrepreneurial and passionate about driving sustainable development and long-term positive impact through business.

Our operations are quickly expanding with carbon financed bamboo farms in Nicaragua, South Africa, Ghana, Rwanda and the Philippines as well as a growing portfolio of non-bamboo restoration initiatives. Our projects apply our successful model of landscape restoration, providing a solution to three of the world's most critical environmental problems: the need for effective solutions to mitigate global climate change; holistic restoration of the world's most degraded landscapes; and a growing population that requires sustainable alternatives for consumer products and markets that still contribute to deforestation and deforestation driven emissions.

We are looking for an experienced People & Culture professional with underlying experience in HR, to play a critical role in our rapidly growing operations, establishing & shaping the human function of our company, with our people at the center of your focus. You will have a hands-on approach to building strong processes, embedding our company culture and being a key advisor to the corporate team. This will be a new role supporting the HR individuals in each of our countries of operation, while working with the corporate team and reporting to the COO.

Location: Nairobi, Kenya

Responsibilities: including, but not limited to:

- Design a global human resources strategy and ensure its effective implementation;
- Develop, maintain and implement People and Culture systems, processes, policies and infrastructure that deliver the strategic objectives through each subsidiary;
- Manage the employee life-cycle process, ensuring a rewarding experience for all employees from hiring to onboarding, performance management and learning & development;
- Lead on ensuring that our culture & values are transmitted down through each operational unit despite differences in geographic locations, finding creative initiatives to embed our company culture across all our operations & departments and ensure all employees are representing these values in their day-to-day work;
- Design, develop and implement processes to ensure that all employees from senior managers through to unskilled workers understand core company vision and frameworks;
- Lead the approach to learning & development, managing performance cycles, on-going feedback and relevant training, all with a focus on talent progression & retention;
- Retain a pulse on the company, driving employee engagement and ensuring employee satisfaction across diverse teams;
- Support and advise the in-country HR Managers, providing guidance tailored to individual geographies & regulations, escalatory support and a channel for upwards communication;

- Work with General Managers and in-country HR Managers to embed a coaching culture in support of long term strategic outcomes.

Requirements:

- 10+ years of progressive HR / People & Culture leadership experience, ideally in high-growth organizations;
- Ability to construct global policies, coherent with local regulations;
- Hands-on approach as a People focused manager, able to work closely with corporate leadership;
- Very strong interpersonal skills with the ability to bridge gaps across cultures & backgrounds;
- Confidence to work in a fast-paced environment, across multiple geographies & time zones;
- High integrity and ability to maintain confidentiality
- Excellent verbal and written communication skills;
- Proficiency with Microsoft Suite;
- Willingness to travel to our global operations;