

# People & Organization Director (gn)

**Stellenanbieter:** Komoot

## Intro

### About the role

Are you ready to take the helm of the People & Organization Squad, working at the forefront of innovation in the digital workspace? Ready to be a beacon of leadership in a fast growing, remote first, international team?

Since embracing a fully-remote model in 2017, komoot has scaled from 24 to a vibrant team of 130+ employees spanning over 20 nationalities – all united in their love of helping others explore the outdoors.

In these exciting times of growth, we're on the lookout for someone with a blend of passion for people, an affinity for technology, a flair for processes, and a sharp strategic mindset. Your goal? To elevate komoot's appeal to attract the world's top talent and create an environment where people and teams can thrive and reach their full potential.

We've built the foundation of success and are in the middle of a transformation. Here's a snapshot of our 2023 journey so far:

- Successfully transitioned to a fully-fledged people information system (HRIS)
- Developed a comprehensive training and development program for our managers
- Rolled out our pilot "Growth Path" framework to ensure komoot is a place where everyone can access clear career development
- Completed a comprehensive study on the future of compensation and benefits at komoot

Join hands with Rémi, Katy, Nati, Maria, Adel and Rebecca. Together, you'll accompany komoot through its next phase, ensuring that as we evolve, our engagement remains sky-high, and our culture continues to flourish.

### Ready for your next adventure?

## Aufgaben

### What you will do

As our new P&O Director, you will drive our people strategy, set priorities, and research and implement new processes and guidelines to provide a 5-star level of service to our team.

## **Lead the People & Organization Squad**

- Define and track OKRs with the squad
- Lead squad weekly meetings and define rituals
- Ensure quality of service through monthly and quarterly reporting and suggesting and executing action plans
- Ensure people operation processes across the employee journey are smooth and non-bureaucratic (i.e., equipment, onboarding, mobility requests, salary reviews, farewell, and offboarding)
- Lead the Talent Acquisition function, establish the quarterly roadmap, lead the weekly meetings, define rituals, and level up the processes

## **Drive the People & Organization Strategy**

- Partner with co-founders to define the P&O yearly strategy and roadmap
- Finalize and implement our new compensation and benefits strategy
- Ensure komoot is a place where everyone can grow
- Measure alignment between people strategy and team news by driving a bi-annual engagement survey and reporting conclusions and actions to stakeholders
- Lead our Diversity, Equity, and Inclusion efforts, ensuring distributed responsibility and alignment.

## **Lead, support, and grow our Mentor Program**

- Learn and elevate our initiatives to onboard, train, and inspire our mentors (people who have managing responsibilities)
- Elevate our mentoring documents and resources to help mentors make good decisions
- Set the curriculum of our knowledge exchange session
- Support in crisis management

## **Ensure 5-star people operations**

- Assist with compensation reviews, legal, and compliance topics
- Support the P&O Ops team with daily questions (equipment, travel, etc.), and event planning (whole-company Gatherings)

## **Drive our culture**

- Continue to develop our culture of responsibility, continuous feedback, and open communication

## **Anforderungen**

### **You'll be successful in this role if you**

- Have previous experience in a similar role
- Have at least 10 years in Organizational Development / HR / People roles from a successful and forward-thinking company/companies
- Have proven experience with leading a high performing People teams (3+ years)
- Have experienced scaling a company from 150 to 500+ people
- Demonstrate outstanding leadership, emotional intelligence, and communication (both written and oral) to successfully partner with the co-founding team as well as your colleagues throughout Europe
- Are an engaging, comfortable, and authentic public speaker
- Bring domain expertise and have solid generalist HR experience across Europe (including compliance and labor relations)
- Excel at driving and managing multiple projects in parallel and ensuring delivery within time and scope
- Have experience working remotely, are a remote work advocate, and want to leverage this benefit further
- Have experience designing compensation and benefit strategies
- Have experience in leading cultural alignment and engagement activities, reading metrics, and designing action plans
- Bring solid experience in building and up-leveling performance cycles and development plans across the company
- Hold a genuine interest in HR topics, tools, and techniques. You are unafraid to challenge the status quo or make bold strategic decisions. You pragmatically analyze and implement new schemes and concepts if/ when they bring value and make sense
- Have an excellent level of English

Not sure if you meet all the requirements above? Don't sweat it – if you think you're the right person anyway, we'd love to hear from you!

## Benefits

### Why you will love it

- Your work will contribute to helping millions of people enjoy lovely outdoor experiences.
- We've been a remote-working company since 2017, meaning: We are remote by default, have frameworks and systems in place, and know how to do it well.
- You'll become an essential part of our diverse and international team with colleagues based in 20+ countries across Europe.
- You can work from wherever you want, be it a beach, the mountains, your house, or anywhere else that lies in any time zone between UTC-1 and UTC+3.
- 38 paid days off (inclusive public holidays) – you are free to take those days whenever it suits you, including a well-deserved winter holiday break.
- We love seeing people grow. That's why each team member gets €2,000 and 3 additional days to spend on professional development each year. Classes, conferences, books – your choice!
- Costs covered for your co-working space membership or your work-from-home office

setup and the latest devices and equipment to do your best work.

## Bewerbungsprozess

### Curious about how we work?

- Core Communication time is between 10 am and 3 pm (Berlin Time). We know people have different lifestyles, which is why we have flexible working hours with core time for synchronous interaction. You can organize your work day in the way that best suits you, your family, and your needs.
- We work on a project basis in cross-functional teams to ensure that we collaborate on our goals, move forward smoothly with open lines of communication, and achieve results as a team.
- Every Monday morning, we have a whole-company presentation where you hear about projects across the business, inspire each other, and share great work.
- We connect in person at three whole-company gatherings each year in beautiful locations. You can check out this playlist to find out more about how we stay close while being remote!
- We use tools like Trello, Slack, Miro, Zoom, and Google Drive on a daily basis to stay connected, collaborate easily, and manage projects.

### Dive a little deeper and learn...

- More about our team here: [Meet the Team](#)
- More about how we work here: [How We Work](#)
- More about our recruitment process and FAQs here: [FAQs](#)

We support diversity and inclusivity and welcome all prospective applicants. We have an ongoing recruitment process (no deadlines) – if this role is online, it means it's still open!

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We're keen to discover more about you—your unique skills, experiences, and the personal flair you bring. While AI tools are impressive, we prefer your personal touch. Your own thoughts and words provide the best showcase of your strengths and communication skills. Let's keep it human—no AI-generated responses, please!

**Bewerbungsschluss:** 15.05.2024

**Einsatzort:** 100% Remote, Deutschland

**Stellenanbieter:** Komoot  
Friedrich-Wilhelm-Boelcke-Straße 2  
14473 Potsdam, Deutschland

**WWW:** <https://www.komoot.com/jobs>

**Ansprechpartner:** Rebecca Schiehle | TA Coordinator | [rebecca@komoot.de](mailto:rebecca@komoot.de)

**Online-Bewerbung:** <https://www.komoot.com/jobs/98C85BEAA2/people-organization-director>

**Ursprünglich veröffentlicht:** 06.03.2024

**greenjobs.de-Adresse dieses Stellenangebots:**

<https://www.greenjobs.de/angebote/index.html?id=100132329&anz=html>