|  |
| --- |
| **Job Description**  **Chief People Officer** |

At Collingwood we believe in helping people light their moments, making each moment special whilst using less of the world’s resources. We are a fast-growing company, both organically and via M&A, backed by private equity and we are looking to onboard an amazing Chief People Officer to help us in this exciting journey.

The Collingwood Chief People Officer will be in charge of managing the strategy and processes related to building and retaining an exceptional team of professionals. They will work at a strategic level but must also be able to roll up their sleeves and execute solutions. The job will be to optimise people-centred activities such as hiring, training, professional development, and performance management to ensure these efforts support the company’s growth and bottom line.

Another key role will be to develop, alongside the CEO and Executive Team, a well-defined company culture, ensuring that the company principles are reinforced with every initiative and communication.

While a stellar employee experience is paramount, providing an exciting, candidate-centric recruiting experience is vital as well. The Chief People Officer will be the company’s culture advocate and brand builder to help attract the best and brightest talent to the organisation.

**Minimum qualitfications:**

* Bachelor's degree or equivalent practical experience.
* 10 years of HR partner/ People officer experience.
* Experience working across European continent

**Preferred qualifications:**

* Group CPO experience within a business larger in scale than Collingwood or in exceptional cases an individual who has held responsibility in a Regional, Divisional or Group role within a larger, relevant organisation.
* Experience of having lead transformation programs and further developing the people, processes and tools within a business which has rapidly expanded in scale
* International exposure, ideally European, comfortable working with and influencing different business cultures with any direct business experience being beneficial
* M&A and integration experience of pan-international businesses
* Fluency in additional language like French or German will be a plus

**Key competencies:**

**Business Acumen:** As strategic advisors, understand the organisation and the potential evolution of the business. Influencing capability, capable of developing and aligning the people strategy with the business strategy.

**Organisational Leader:** Have an innovative mindset and develop new ways of working across a diverse talent pool to optimise work and performance. Have a superb reputation as a strategic-doer, demonstrating agility and collaboration throughout the organisation.

**Culture Influencer:** Being a good storyteller, with the ability to deploy company principles across employees, customers, suppliers, investors, and the community. Helping to reinforce and stitch together the culture and principles across the candidate and employee lifecycles.

**Talent Architect:** Demonstrated ability to attract and hire top talent, with a focus on diversity and inclusion as a competitive business advantage. Ability to develop relationships and build communities with an effort to drive engagement and support talent and leadership development initiatives.

**Data/Technology Advisor:** Be a forward-thinking technologist who understands how to use data and technology to drive productivity and forecast workforce trends.

**Emotional Intelligence:** Empathy and strong interpersonal skills. Be compassionate, self-aware, and able to skilfully manage own emotions and those of others.

**Authenticity:** Organisations are agile environments with many moving parts. The Chief People Officer must have a unique ability to help manage frequent and complex ups and downs, while being open and transparent with employees, fostering trust and being a resource in the middle of chaos. The right temperament and trust helps to build credibility with internal and external stakeholders.