

Head of People & Culture

Description

WHY DEPTÂ®? We are pioneers at heart. What this means, is that we are always leaning forward, thinking of what we can create tomorrow that does not exist today. We were born digital and we are a new model of agency, with a deep skillset in tech and marketing. That's why we hire curious, self-driven, talented people who never stop innovating. Our culture is big enough to cope and small enough to care. Meaning, that with people across 20+ countries, we're big enough to provide you with the best tools, global opportunities, and benefits that help you thrive. While acting small by investing in you, your growth, and your team, and giving you the autonomy to solve our client's problems, no matter where you are in the world. **THE OPPORTUNITY** As we continue our exciting growth journey, we're looking for a talented Head of People & Culture to join the team reporting to the VP, Head of People & Culture APAC with a dotted line to the CEO of DEPTÂ®. This role will see you lead a team of People & Culture professionals and you partner with the Executive Team to ensure we continue to attract, retain and develop the best talent in our field. In addition, you will work closely with the global People & Culture team to roll out initiatives across India. This broad role will see you responsible for the full spectrum of People & Culture at DEPTÂ®, ensuring the operational work runs seamlessly and working on strategic projects to constantly improve the employee experience. Some of the cool stuff the role includes: Working with and coaching a team of dedicated leaders who are genuinely passionate about their people. Evolving our People Operations and ways of working to meet the needs of a rapidly expanding business. Designing and scaling our Talent Acquisition processes to ensure that we meet our growth objectives. Working with the team on our transition to being part of a larger organisation and supporting the growth of DEPTÂ® in India. **ABOUT YOU** Completed a Bachelor's or Master's degree in HR. 10+ years of progressive experience in HR within India with demonstrated functional knowledge & expertise. Have a strong working knowledge of Indian employment laws, employee relations, and health and safety legislation. Enjoy the flow of operational work but can change tack quickly and work on strategic initiatives. Find the opportunity to approach HR from a new lens and do things a little differently is exciting. A track record of identifying opportunities for continuous process improvement. Demonstrated ability to work collaboratively and build strong partnerships with key stakeholders in a complex matrixed environment. Being courageous when we need to push back and say NO, or pull them to lead them to a different place. Exceptional conflict resolution skills. Ability to work effectively in high-pressure, fast-paced situations that require sound decision-making. Strong analysis and problem-solving skills. **WE SUPPORT YOU BEING YOU:** DEPTÂ® is an equal opportunity employer (EOE). We believe our work is its best when our people feel safe and free to be themselves. We're committed to an inclusive and barrier-free recruitment and selection process and workplace, regardless of anyone's identity, background, beliefs, lifestyle or disabilities. So tell us about any accommodations you need. It's totally confidential and only used to make sure you feel fully supported at every step. We are a B Corp-certified company passionate about purpose-driven work. We hope that you can feel good about the contributions DEPTÂ® is making to the world and we always have an open door for your ideas in making the world a better place. DEPTÂ® is a pioneering technology and marketing services company that creates integrated end-to-end digital experiences for brands such as Google, KFC, Philips, Audi, Twitch, Patagonia, eBay and more. Its team of 2,500+ digital specialists across 30+ locations on 5 continents delivers pioneering work on a global scale with a boutique culture. Learn

Hiring organization

DEPTÂ®

Job Location

Remote

Base Salary

\$ 75000 - \$ 110000

Date posted

May 8, 2024

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Contacts

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