

Employee Onboarding Manager

Description

Introduction to Demandbase: Demandbase helps B2B companies hit their revenue goals using fewer resources. How? By using the power of AI to identify and engage the accounts and buying groups most likely to purchase. Our account-based technology unites sales and marketing teams around insights that you can understand and facilitates quick actions across systems and channels to deliver big wins. It's flexible, scalable ABM built for you. As a company, we prioritize both the advancement of careers and the development of world-class technology. We invest heavily in people, our culture, and the communities around us. We have offices strategically located in San Francisco and New York in the US, and Hyderabad, in India and we embrace a hybrid work model in these regions. Outside of these areas we offer a remote work option and boast a significant presence in Austin, TX, Atlanta, GA, and London, UK. Continuously lauded as a great place to work, we are Great Place to Work Certified, and have earned distinctions such as "Fortune's Best Workplaces in the Bay Area," Best Workplaces in Technology," "Best Workplaces for Millennials," and "Best Workplaces for Parents"! We're committed to attracting, developing, retaining, and promoting a diverse workforce. By ensuring that every Demandbase employee is able to bring a diversity of talents to work, we're increasingly capable of achieving our mission to transform the way B2B companies go to market. We encourage people from historically underrepresented backgrounds and all walks of life to apply. Come grow with us at Demandbase! About the Role: As the Employee Onboarding Manager, you will help lead our new hire Onboarding program and processes to enable every new teammate to thrive and grow meaningful careers within Demandbase. This position reports to the Sr. Director of Learning & Development. Qualified applicants currently residing in San Francisco, Austin, or New York City are encouraged to apply. Although this is currently a remote role, at some point in the future you may be asked to come into the office 1-2 days per week. What you'll be doing: We currently have a thorough and scalable bi-weekly onboarding program built. With the growth of our internal team based on the needs of our business, we're looking for a new teammate to take over the ownership / sustain this New Hire program, revising as they see fit and being the face of Demandbase (as apart of a stellar L&D Team) for our new joiners! Onboarding Learning Program Execution: Own internal L&D onboarding and new teammate transitions to ensure engagement and positive integration and employee experience Run an attentive first 2-days with new hires every other week, then 30-60-90 day onboarding programming that scales with a personal touch You will be responsible for ensuring that all new hires understand what Demandbase does and can deliver an elevator pitch within their first 30 days In partnership with our L&D Team, promote and market the L&D New Hire Workshop Offering around general skills required to be successful here at Demandbase Measure effectiveness of ongoing onboarding program via Tangelo surveys, qualitative and quantitative data. Onboarding Stakeholder Management: Align and collaborate with internal stakeholders (hiring managers and leaders across the business) to understand new hire onboarding requests and learning needs Set up new hire introductions to key people within each BU Partner with People Partners, HR Operations, and other key teammates to ensure new hire success during the onboarding process Facilitation and hosting: Host a weekly welcome call for all new hires and act at the point-of-contact for their first 6+ months here (if you don't have the answer but know who does, your job will be to point them in the right direction.) Host a new hire cohort connect every month for each cohort of new hires. You will invite executive and guest speakers, ensuring that new teammates feel welcomed into the community and culture. Potential for future - Host a new hire boot camp on a quarterly

Hiring organization

Demandbase

Job Location

Remote

Base Salary

\$ 75000 - \$ 110000

Date posted

May 16, 2024

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basis; you design the agenda to best support the new hire group and tap key speakers for content. Youâre comfortable facilitating a large group on zoom. Ongoing Learning & Development: Create newsletters and communications, manage relevant pages on internal L&D google site, manage new hire slack channel. Manage and promote relevant content globally on our Dedicated Learning Days from key learning partners like Masterclass, Pluralsight, University of Digital or Pavilion. This role will start with an onboarding focus and has the opportunity to grow into leading your own L&D initiatives, creating your own content and classes. What weâre looking for: 3-4 years of professional experience in L&D, enablement, sales, program development, or corporate training Experience onboarding employees or sustaining onboarding programs Experience managing internal stakeholders and working cross-functionally with different levels across the organization Someone who is self-aware and prioritizes their own growth, career advancement and skills development; through this, you inspire and reinforce a culture of learning Global (US, UK, India) experience a plus Tangelo, Acuity and Google Suite experience a plus (or growth mindset to learn new tools) Benefits: Our benefits include options for up to 100% paid Medical and Vision premiums for employees, a flexible PTO policy, no internal meetings Fridays, as well as access to Modern Health and other mental wellness resources. Additionally, we offer eight paid holidays and two additional week-long breaks when all Demandbase employees in the US take time off simultaneously (the week of July 4th and the week of Thanksgiving). We also provide 401(k), short-term/long-term disability, life insurance, and other great benefits. Our Commitment to Diversity, Equity, and Inclusion at Demandbase: At Demandbase, we believe in creating a workplace culture that values and celebrates diversity in all its forms. We recognize that everyone brings unique experiences, perspectives, and identities to the table, and we are committed to building a community where everyone feels valued, respected, and supported. Discrimination of any kind is not tolerated, and we strive to ensure that every individual has an equal opportunity to succeed and grow, regardless of their gender identity, sexual orientation, disability, race, ethnicity, background, marital status, genetic information, education level, veteran status, national origin, or any other protected status. We do not automatically disqualify applicants with criminal records and will consider each applicant on a case-by-case basis. We recognize that not all candidates will have every skill or qualification listed in this job description. If you feel you have the level of experience to be successful in the role, we encourage you to apply! We acknowledge that true diversity and inclusion requires ongoing effort, and we are committed to doing the work required to make our workplace a safe and equitable space for all. Join us in building a community where we can learn from each other, celebrate our differences, and work together. Please mention the word **PROSPER** and tag RMjYwMDoxOTAwOjlwMDA6OTM6OjE6ODAx when applying to show you read the job post completely (#RMjYwMDoxOTAwOjlwMDA6OTM6OjE6ODAx). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

Job listing via [RemoteOK.com](https://www.RemoteOK.com)