

Director People Business Partner Technology

Description

****Must be based in the Bay Area and go to the SF office 2x per month. What we're looking for:** An exciting opportunity has become available for an experienced People Business Partner for the Technology, Product and Engineering organizations to join the People Team. You will provide expertise and coaching in everything related to people and organization by anticipating challenges, diagnosing and solve problems that will have direct impact on the success of the global technology, product and engineering organization. You will be responsible to deploy the People strategy and objectives in areas of talent identification, development, engagement, retention, and alignment, through leveraging on practices developed within the People Team to drive a high performing, learning organization for the Technology, Product Engineering function globally. In this role, you will: Be the People Business Partner for technology, product and engineering globally; play the role of the focal point of contact for strategic initiatives and key issues. Identify people initiatives to address strategic business needs. Direct projects and activities to meet or exceed clients' expectations for their success. Lead organizational design of the future for the respective client groups. Conduct organization planning in close collaboration with the function leaders, finance leader to define the headcount plan, skills required for the future, and key and critical roles Utilize economic, financial, and organizational data to build business cases for major initiatives. Leverage people analytics and trained instincts to anticipate issues or opportunities and bring data-driven solutions that move the needle or make key decisions ie. headcount, recruitment, attrition rate, demographics etc. Ensure a constant and effective communication of programs and initiatives to executive and leadership team. Coach senior leaders in decision-making, processes, and practices related to people Build strong relationships with key people in the client group by connecting and communicating with them about their concerns and insights frequently. Ensure the right key people are hired in close collaboration with talent acquisition In close collaboration with other people teams, launch programs that retains and develops people, develops talent bench strength and best in class leaders, build high performing teams, and protects our unique culture to ensure 6sense continues to be one of the best places to work In collaboration with total rewards and organizational development COEs, lead career mapping/ pathing, competency development including standard Job Description development for the client groups. Plan, implement, and manage change in a variety of significant settings in close collaboration with the Senior Leadership team. Works with the leadership team to identify and remove obstacles to change and regularly evaluate the impact of the change. Ensure key talents within the client group are periodically reviewed for development; deploy career interviews; provide feedback during talent forums and managers as appropriate Ensure the learning and development needs of the functions are identified by driving the learning need analysis in close collaboration with Organizational Development team. Support if required, the implementation of new training and/or development programs (design, pilot sessions, deployment and evaluation) for the function/ client group. Analyze, understand the Engagement survey results for the function and be able to propose and lead initiatives to improve results and ensure retention of key talents. These initiatives could include L&D, reward and recognition, career management etc. Lead People/ Talent Review cycle for the client groups and ensure the optimization of talent pools and pipeline ie. critical talents in critical roles What you'll bring to this role: BA/BS degree or equivalent At least 5-7+ years of progressive HR Business Partnership experience in a technology organization technology-related businesses, preferably within a global company with a major

Hiring organization

6sense

Job Location

San Francisco, California, United States

Base Salary

\$ 60000 - \$ 110000

Date posted

June 10, 2024

Apply Now

development site in India. Highly collaborative with a focus on maturity, proactive communication, relationship building skills and resiliency. Experience analyzing organizational needs and setting strategies and goals to make a positive impact; ability to set priorities, stay focused, and manage time in a fast-paced environment Ability to establish strong relationships at all levels and across functions within the organization Track record coaching leaders and advising action in sensitive or ambiguous situations, including employee relations, performance management, or organizational diagnostics Strong analytical and problem-solving skills with the ability to organize and analyze data and recommend data-driven solutions Effective listener and persuasive communicator able to influence actions and outcomes High level of interpersonal skills and unquestionable integrity Commitment to continuous learning and study of your craft Base Salary Range: \$169,327 to \$230,000. The base salary range represents the anticipated low and high end of the base salary range for this position. Actual salaries may vary and may be above or below the range based on various factors, including but not limited to work location and experience. The base salary is one component of 6sense's total compensation package for this position. Other compensation may include a bonus program or commission plan, and stock options if approved by 6sense's board. In addition, 6sense provides a variety of benefits, including generous health insurance coverage, life, and disability insurance, a 401K employer matching program, paid holidays, self-care days, and paid time off (PTO). #LI-remote Notice of Collection and Use of Personal Information for California Residents: California Recruitment Privacy Notice and Policy #LI-remote Please mention the word ****MASTERPIECES**** and tag RNTQuMTcyLjExOS4xNDU= when applying to show you read the job post completely (#RNTQuMTcyLjExOS4xNDU=). 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