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Senior People Business Partner

Description

Human Interest is on a mission to ensure that people in all lines of work have access to retirement benefits. Nearly half of all working Americans are not saving enough for their future. Too often itâs because they are employed by a company that doesnât offer a retirement plan. Human Interest is changing that by making it affordable and accessible for small and medium-sized businesses to offer employees a path to financial independence through retirement savings. Weâre a high-growth tech company changing the retirement industry. Weâve raised \$500M and are backed by leading investors. Most recently, by funding from BlackRock as well as many other top investors: TPG (The Rise Fund) with SoftBank led our Series D, Glynn Capital, NewView Capital, USVP, Wing, Uncork, and others. About the role Join the People Team at Human Interest and be part of a dynamic team dedicated to driving organizational success through effective HR leadership. With a strong focus on customer service and operational excellence, we thrive in a fast-moving, performance-based culture where every employee is empowered to succeed. The Senior People Business Partner will play a pivotal role in shaping the people strategy and driving organizational success for the client groups they support within our Revenue organization. This role will serve as a trusted advisor to senior leaders and managers providing strategic guidance on HR initiatives and tactical direction on day-to-day activities to ensure alignment with business objectives in our fast-moving, performance-based environment. This role requires a Central or Mountain work schedule with the ability to travel to Lindon, Utah on a regular cadence. What you get to do every day Strategic HR: Partner with People team COEs and business leaders to develop and implement HR strategies that support the long-term goals and objectives of the designated client groups. Provide thought leadership on organizational design, workforce planning, and talent management to drive business results. Lead change management initiatives to support organizational growth and transformation. Partner with leaders to assess organizational effectiveness and implement interventions to drive continuous improvement. Partner with Learning and Development to design and deliver programs that support employee growth and development, leadership development and performance management. Employee Engagement and Culture: Champion a positive and inclusive workplace culture that reflects Human Interestâs values and promotes employee engagement and retention. Collaborate with leaders to identify opportunities for enhancing employee experience and implementing initiatives to foster a high-performance culture. Employee Relations and Compliance: Serve as a trusted advisor to employees and leadership both in the Lindon office and remote, providing guidance and support on employee relations issues, conflict resolution, and performance management. Conduct thorough investigations into employee complaints or concerns, ensuring fair and equitable outcomes and adherence to company policies and procedures. Stay abreast of relevant employment laws and regulations, ensuring compliance with all HR policies and procedures specifically within the Lindon, Utah office. Partner with People team COEs to develop and implement best practices and policies that support a diverse and inclusive workforce. Wage and Hour Compliance: Possess in-depth knowledge of wage and hour laws and regulations, ensuring compliance with all applicable federal, state, and local requirements for a large number of hourly employees. Partner with HR leadership to develop and implement policies and procedures that ensure accurate timekeeping, overtime calculation, and payroll practices. What you bring to the role Bachelor's degree in Human Resources, Business Administration, or related field Minimum of 8 years of progressive HR experience, with at least 3

Hiring organization

Human Interest

Job Location

San Francisco Bay Area, California, United States

Base Salary

\$ 87500 - \$ 162500

Date posted

June 17, 2024

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years in a strategic HR Partner role. Strong business acumen and ability to translate business objectives into HR initiatives. Demonstrated experience in organizational development, change management, and talent management. Excellent interpersonal and communication skills, with the ability to influence and build strong relationships at all levels of the organization. Proven ability to navigate complex HR issues with integrity, discretion, and sensitivity. Demonstrated hands-on approach with an ability to operate effectively through ambiguity. Proven self-starter who takes initiative, is results oriented, curious and innovative. Previous experience within a startup or growing organization is ideal. HR certification (e.g., PHR, SPHR, SHRM-CP, SHRM-SCP) is preferred. Why you will love working at Human Interest Mission – Highly collaborative startup dedicated to supporting employee engagement and growth. Itâ??s an opportunity to help solve one of the biggest unsolved problems in America: saving for retirement. Culture – Our operating principles define how we come together as a team to do our work. They reflect Human Interestâ??s unique view on whatâ??s important and whatâ??s right. Documenting this core aspect of our culture helps employees make good decisions on their own. It also helps candidates considering career opportunities critically evaluate whether they will thrive at Human Interest. Customer obsession Long-term orientation Autonomous and accountable teams An escalating bar for talent and performance Fundamental optimism Compensation – At Human Interest, there are a number of factors that are used to determine the appropriate pay range for each position. We take into account the cost of labor for each position in various markets across the US. The base salary for this position spans \$120,000 – \$135,000 and represents the minimum in our lowest geographic region to a maximum in our highest geographic region. The salary that we offer to a new employee within this range is based on their location within the US, their relevant job-related skills, and experience. At Human Interest, base salary is one component of the overall Total Rewards package. Depending on the position, additional compensation components such as bonus, commission, and equity may be offered. All of our employees are offered a robust suite of physical, financial and mental wellness benefits. Benefits – A great 401(k) plan: Our own! Our 401(k) includes a dollar-for-dollar employer match up to 4% of compensation (immediately vested) and \$0 plan fees Top-of-the-line health plans, as well as dental and vision insurance Generous PTO and parental leave policies Addition Wealth – Unlimited access to digital tools, financial professionals, and a knowledge center to help you understand your equity and support your financial wellness Lyra – Enhanced Mental Health Support for Employees and dependents Carrot – Fertility healthcare and family forming benefits Candidly – Student loan resource to help you and your family plan, borrow, and repay student debt Monthly work-from-home stipend; quarterly lifestyle stipend Employee Resource Groups including Veterans, Lift Evâ??ry Voice, Pride, LatinX, Families, and Women in Tech Fun online and regional events and celebrations and department and company offsites Weâ??re a great place to work (but donâ??t take our word for it) Hereâ??s a list of our awards and accolades: Certified as a Great Place To Work® (2023-2024) Best Places to Work by Built In (2023-2024) Americaâ??s Best Startup Employers by Forbes (2020-2022, 2024) A Top Company by Y Combinator (2020-2023) Inc. Fastest Growing Companies (2021) Human Interest is an equal opportunity employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran or military status, pregnancy, or any other characteristics protected under federal, state, or local laws. Human Interest employees must adhere to the Companyâ??s security policies and Code of Ethics. Please note Human Interest does not accept unsolicited resumes from any source other than directly from candidates. We will not consider resumes from vendors including and without limitation search firms, staffing agencies, fee-based referral services, and recruiting agencies. Pursuant to the San Francisco Fair Chance Ordinance, we will consider employment-qualified applicants with arrest and conviction records. We comply with

CCPA guidelines. See more: <https://humaninterest.com/disclosures> Please mention the word **HUG** and tag RNDQuMjlwLjY0LjlzNw== when applying to show you read the job post completely (#RNDQuMjlwLjY0LjlzNw==). 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://remoteok.com)