**NEW YEAR, NEW DREAM, NEW OPPORTUNITY**

**PEOPLE SERVICES & ORGANIZATIONAL EFFECTIVENESS LEADER**

**ABOUT US:**

Social Imprints was established in 2008 as a social enterprise branding company with a unique social mission: to provide higher paying professional jobs to at-risk adults including ex-offenders, recovering addicts and other economically challenged individuals who would otherwise have difficulty finding gainful employment. While most workforce strategies focus on transitional, blue-collar or lower paying jobs, we offer white-collar careers in management, sales, marketing, and customer service within a highly supportive, structured, transparent workplace.

Social Imprints demonstrates daily its belief that, beyond maximizing profits, the role of business is to uplift humanity. Working In a flat organization in self-managed teams, acting and behaving like owners, Social Imprints employees develop an elevated level of self-esteem, stemming from the knowledge that they possess the business and personal skills to succeed anywhere.

SI’s innovative, revolutionary strategy for creating profits by hiring individuals who need second chances while helping solve community issues has made Social Imprints the largest branding company of its kind. We have received numerous awards including the prestigious Bank of America Neighborhood Hero Award and Bloomberg Business Week’s Social Entrepreneur of the Year award. Another source of recognition of our social mission and business success is our continually growing customer list that includes highly visible companies such as Lyft, Dropbox, Microsoft, Docusign, Pinterest, Google, Michael Fox Foundation, Ebay, etc.

**ABOUT THE JOB:**

Social Imprints is in a hyper growth mode and we are looking for a People Services and Organizational Effectiveness Leader to oversee all human resource management functions, lead organizational design & development efforts to support growth and serve as a trusted advisor to the leadership team in driving the success of the company. Reporting to the CEO, you will build environments for people and culture to thrive, navigate the complex issues of a rapidly dynamic and transforming social enterprise and collaborate with leaders to create roadmaps to unleash people’s potential and for growth.

We don’t have a playbook for this new position. We need a proven HR operator who can come in, learn the lay of the land, and create a plan - and then constantly reassess and evolve as our business grows. We’re looking for a high-skilled, passionate person to help us do something daring, difficult, and incredibly rewarding. If you’re ready to be inspired, solve problems, unleash your skills and make a difference …we want to hear from you.

**WHAT YOU WILL DO:**

Beyond the traditional paradigm of HR related administrative activities, you will:

* Oversee all HR functions with responsibility to plan, direct, and carry out policies, procedures, benefit programs and payroll processing.
* Use technology and analytics to evaluate current state of the organization, create KPI’s and operating dashboards to measure effectiveness and efficiency of business units.
* Understand and anticipate hiring and development needs to meet business goals, identify and assess skills and performance gaps, develop and carry out strategies to build capacity, attract and retain a talented, high-performing workforce in support of SI’s social mission and strategic goals.
* Spearhead the implementation of a performance management platform to track metrics and create actionable reports to enhance performance and support talent development.
* Acts as an executive coach to build awareness of key organizational issues and consensus for relevant solutions.
* Lead teambuilding strategy and execution (recognition systems, all-staff teambuilding, milestone celebrations, etc.).
* Be a champion for the people and culture of SI and be ready to scale as our business grows.
* Other cool stuff you might think of.

**ABILITIES WE NEED YOU TO BRING:**

* High intellect. The ability to think strategically, analytically, creatively, and be innovative, yet practical. Ability to ‘think on their feet’ and influence at the highest level
* Ability to balance being a Strategic Business Partner while also being hands-on as a People Services leader.
* Well-rounded capability across the full HR spectrum (talent acquisition, development and training, compensation and benefits, performance management, talent management, succession planning).
* Demonstrates an understanding of all business areas and able to relate how the HR function can deliver the business strategy.
* Excellent writing, communication and presentation skills.
* High analytical capabilities; a data driven decision maker who understands the cause-and-effect relationships between business strategies, organization design and talent strategies.
* Integrity, assertiveness and the ability to build trust easily.
* Ability to manage and thrive within ambiguity and highly dynamic environment.
* Self-motivated and driven. Uncompromising in the delivery of results.
* Demonstrated empathy, compassion, unquestioned integrity and an outward energy that creates enthusiasm and motivates others to feel empowered and perform at highest level.
* Knows how to laugh at work! A sense of humor is essential. It just makes you more fun to work with.

**MUST HAVES:**

* 7-10+ years of progressive Human Resources leadership experience including 4 years supervising and managing staff, with a strong business partner/organizational development background.
* Strong computer skills - Microsoft Office products and other productivity tools.
* Bachelor’s Degree preferred in Business Administration, Human Resources, Communications, or related field

**NICE TO HAVES:**

* HR certifications (i.e. SPHR, PHR, SHRM-SCP)
* You have experienced the challenges and opportunities of organizational growth and development, preferably in the promotional products or the tech industry

**WHATS IN IT FOR YOU?**

* An annual salary of $100k
* Benefit package: health, dental, employee assistance program, life insurance. 401k with company match. We also fund qualified employee support services, including counseling and tuition assistance.
* Employee Incentive Plan: We recognize employees who work hard and become an intricate part of our business by sharing our company's success with them. After 9 months FT employment, an employee may be eligible for participation in the Employee Incentive plan including profit sharing. In addition, all business matters, including salaries and financial documents, are conducted transparently.

**TO APPLY:** Please send a resume and a cover letter explaining how you can help the Social Imprints employees and the company grow.

Social Imprints is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin. Qualified applicants who are ex-offenders, recovering addicts, long term unemployed, veterans, etc. are strongly encouraged to apply.