

Director of People

Our Big Story

EcoSystems is saving billions of gallons of freshwater and millions of tons of CO2 by proving that conservation is good for business. We are one of the fastest growing companies in the country (#48 on 2020's Inc 5000) and continue to be a leader in the conservation industry. Join us on the front lines of the fight against climate change.

Website www.ecosystems.com

Overview

As our first Director of People, you have a unique opportunity to help strengthen our impact driven culture, guide our strategic direction, and develop our talented team. Thanks to our growth, this is an incredibly dynamic and influential role. We are looking for you to have the range to design a strategic approach to meet our aggressive goals, while also rolling up your sleeves as an individual contributor.

Your position will report to the CEO. You will be based out of our headquarters in Miami, FL.

Responsibilities:

Culture & Team Relations

- Champion our culture across all levels of our organization
- Create meaningful experiences for our traveling field teams
- Maintain an environment where employees feel supported and able to communicate their successes, concerns, and challenges
- Ensure we are retaining our best people

Training & Performance Management

- Strengthen & develop our organizational succession, and talent management process.
- Oversee performance review process and performance improvement process
- Provide coaching, continuing education, and career development opportunities to the team
- Partner with all departments to identify and grow key talent internally
- Identify and coordinate with leadership development coaches and facilitators

Recruiting & Onboarding

- Develop company recruiting goals
- Improve recruiting, interview, selection, onboarding, and offboarding practices
- Partner with Leadership to create meaningful 90 day plans for each role
- Ensure available opportunities are advertised in appropriate venues to attract a diverse candidate pool, internally and externally.
- Regularly collaborate with universities, trade schools, and other organizations to identify and source a constant stream of talented candidates

Compensation & Benefits

- Oversee compensation design
- Design benefits offerings, policies, procedures, and eligibility
- Educate the team on the various types of benefits available and eligibility requirements.
- Manage our Incentive Based Compensation (IBC) program

Payroll & Systems

- Process payroll
- Select and lead the migration to new payroll, timekeeping, and other People systems
- Own all payroll, timekeeping, and other People systems
- Support departments in developing meaningful KPIs
- Measure important metrics including retention, diversity, and cost per hire

Legal & Compliance

- Review, revise, and develop People policies, processes, and practices
- Ensure all People policies, processes, and practices are in compliance with federal, state and local laws
- Manage Workers Compensation claims to ensure appropriate employee care
- Ensure all Field Services practices are consistent with internal, federal, state, and local health and safety standards including OSHA.

What You'll Need:

- Minimum of five years experience in Human Resources Management or Administration
- Payroll experience and HRMS proficiency required
- Exceptional verbal and written communication talents; superior tact, diplomacy and discretion
- Professional and technical knowledge in all areas of the HR/People function.
- An entrepreneurial spirit
- Ability to create meaningful policies, procedures, and processes from scratch
- Willingness and ability to travel as needed
- Proficiency with Microsoft Office (Word, Excel, PowerPoint) and GSuite is required.
- An understanding of OSHA safety standards is preferred
- A commitment to EcoSystems' mission

EcoSystems is an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

All qualified applicants must be able to satisfy the Department of Homeland Security Form I-9 requirement with the documents necessary to verify identity & employment authorization. If hired, you must sign a non-compete agreement and successfully pass a background screening with EcoSystems.