

Tradewater

Director of People & Culture

Location: Remote (with preference for UTC-3 to UTC-7 time zones)

About Tradewater

Tradewater, a certified B Corporation, is in business to prevent catastrophic climate change. We are on a mission to improve the environment and create economic opportunity through the collection, control, and destruction of potent, high-impact greenhouse gases. Tradewater is a deeply mission-driven company that believes that a company committed to cleaning up the environment can be just as successful – if not more so – than a company that achieves its goals without regard to environmental impact.

To date, Tradewater has prevented more than 6.1 million metric tons of carbon dioxide equivalent from being released into the atmosphere, a critical step in the fight against climate change. Much of this impact has come from the identification, collection, and destruction of old refrigerants that are both ozone depleting substances and potent greenhouse gases. Now, Tradewater is scaling its operations and building a global team capable of preventing more than 3 million tons of CO₂e from being released to the atmosphere annually. Achieving this goal involves identifying, controlling, and destroying potent greenhouse gases around the world and building a diversified market that values the climate benefits Tradewater creates. Equally important is building a dedicated team of professionals to expand Tradewater's impact globally.

The Opportunity

Tradewater has assembled a team of experts around the world and is continuing to expand its operations. Tradewater is committed to building and growing a values-driven organization that is explicitly anti-racist and deliberate in recognizing its biases and doing its best to conduct business in ways that are unbiased, that promote equity, and that overcome injustice and discrimination.

To accomplish these goals, Tradewater is seeking a Director of People & Culture to provide leadership and partnership across all areas of Human Resources. Reporting to the Chief People & Culture Officer, this critical position will manage and coordinate the team's work in the areas of talent management, professional development, organizational culture, and global HR systems and practices. The Director of People & Culture will work closely with senior leaders to provide strategic HR guidance and support for all staff.

While Tradewater is based in Chicago, it has offices and team members around the world. This position can be based remotely, though there is a preference for people located in UTC-3 to UTC-7 time zones, with the understanding that travel may be required.

The ideal candidate will demonstrate their understanding and commitment to helping Tradewater create a culture that is aligned with [our core principles](#), performance-driven, mission-aligned, and accountability-focused.

Application materials for this position will be accepted through Thursday, June 1, 2023.

Key responsibilities include:

- Lead the implementation of a comprehensive and integrated set of supportive policies, systems, and practices that reflect Tradewater’s core values and mission.
- Develop and implement comprehensive programs for performance management and professional development, with the goal of ensuring all team members receive regular feedback and have opportunities for growth. Ensure integration with company plans and KPIs, organizational core competencies, while employing multiple sources of feedback, coaching, training opportunities, and mechanisms for accountability.
- Provide support for employee relations. Work with supervisors/managers to assist with designing a consistent and effective supervisory and coaching practice across the organization.
- Play a key role in culture building by creating and implementing execution strategies through team facilitations and trainings, leadership support, and hands on coaching.
- Serve as a thought partner to the Chief People & Culture Officer. On an ongoing basis, reviews and makes recommendations to Chief People & Culture Officer for improvement of the organization’s policies, procedures, and practices on personnel matters, based on industry trends and innovative practices.
- Develop, implement, and create awareness about diversity and inclusion strategies and action plans as they relate to recruitment, performance management, leadership development, employee engagement, and retention.
- Help to create learning and development programs that are person-centered, value-driven, and ensure equity, diversity, and inclusion.
- Seek out, vet, and manage relationships with vendors, including learning and development partners for management and leadership training.
- Ensure continuous improvement and refinement of Tradewater’s benefits, compensation, and performance management processes.

Requirements:

- Bachelor’s degree with a minimum of 12 years of related experience. Prior experience leading an HR team is a plus.
- HR experience supporting a global, distributed workforce.
- Demonstrated systems thinker with experience transforming theories into processes and solutions.
- Prior experience with facilitation, team building, and change management best practices, tools, and technology.

- Data driven and result- oriented problem solver.
- Highly skilled communicator with exceptional interpersonal and relationship building skills across multicultural environments. Resiliency and flexibility to work with stakeholders in different time zones.
- Capacity to synthesize information in a clear and well-organized manner.
- Experienced project management skills in a fast-paced environment, delivering on time against multiple concurrent work streams.
- Demonstrated learning orientation through the ongoing assessment of own strengths and weaknesses, a track record of pursuit of training and development opportunities, performance improvement based upon feedback, and commitment to share expertise with others.
- Demonstrated commitment to workplace diversity, inclusion, and equity. Personal and professional understanding of intersectionality, anti-racism, inclusion, and power dynamics and how they play out across teams and organizations.
- Comfort operating with a high level of independence and efficiency, coupled with a desire to lead and be part of high-performing teams.
- Strong personal effectiveness, integrity, credibility, discretion, humility, and accountability.
- Demonstrated passion for sustainability and Tradewater's mission.

The Application Process

Tradewater provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to sex, sex stereotyping, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding), race, color, religion, ancestry or national origin, age, disability status, medical condition, marital status, sexual orientation, gender, gender identity, gender expression, transgender status, protected military or veteran status, citizenship status, genetic information, or any other characteristic protected by federal, state, or local laws.

Tradewater is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email humanresources@tradewater.us. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

If you are interested, please submit your application at:

<https://tradewater.applytojob.com/apply/28hRHQvDuj/Director-Of-People-Culture>.