

Colombia Jobs Expertini®

HR / Head of People

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Company: AKIPOTEL SA

Location: Cali

Category: other-general

We are Salesforce experts. We specialize in custom app design, development and optimization across a full range of Salesforce technologies, including Heroku and MuleSoft. Since our start in 2014, we have partnered with 200+ companies — of all sizes... Ver más

Oktana is a custom software development company specializing in Salesforce technologies. With a current team of 300+ technologists located across Bolivia, Colombia, Ecuador, Paraguay, Peru, Uruguay and the United States, we will continue to grow. As Head of People, your primary goals are to ensure a great office environment, employee retention and career growth across the company. You will essentially act as general manager across all offices to manage performance feedback, maintain consistent processes and, most importantly, promote a culture of one team. You will actively manage our HR Lead who oversees a team of HR professionals to help us nurture an energizing, engaging and happy atmosphere where technologists choose to build their careers. You will also provide guidance to our Recruiting Lead who oversees a team of technical recruiters. This position is on-site, and our offices are located in Cali, Colombia. You will:

- Provide leadership to HR and Recruiting teams on core topics including feedback delivery and career development
- Partner with administrative and operational teams including Delivery, Training, Operations and IT to manage performance, ensure people are inspired by their career path and ensure offices run smoothly
- Create structure and consistency across efforts to increase engagement and enhance company culture
- Contribute to the motivation and mentorship of a growing team of software engineers, quality engineers, designers and business analysts
- Provide executive leadership with regular updates

By joining, you will gain the opportunity to help build

and scale culture at a growing, global company. Other Responsibilities -Monitor and report on key metrics including employee satisfaction, retention, time-to-fill, time-to-hire and hiring sources -Work with leadership to implement data-driven changes that will improve employee happiness -Work with local teams to ensure benefits, policies and procedures are clearly detailed and meet country-specific requirements -Optimize recruitment process, from identifying potential hires to skills assessment -Optimize new hire onboarding process, from welcome kit to 3-month reviews -Own the global performance review process -Monitor job descriptions and seniority descriptions to maintain consistency across countries -Setup policies and practices to promote diversity and inclusion -Build strong organizational culture for hybrid work (remote/in-office) Requirements -2-4 years experience in a General Manager, Engineering Manager, Senior Project Manager or similar role, managing technical teams -Excellent communication and writing skills -Proven ability to inspire passionate teams - Proven ability to understand analytics and define actions based on data -Bachelor's degree in Human Resources Management, IT Management or relevant field -Verbal and written English fluency -We are a hybrid workplace. This role requires a daily presence in your local office to strengthen their in-office leadership provided to your local teammates. Nice to Have -Experience working with developers -Experience with Salesforce or other CRM tool - General Manager - Senior Project Manager - On-site- Cali - Human Resources Management - IT Management Profesional1886095397 #J-18808-Ljbffr

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