

Pirate Impact is looking for an

Director People & Culture

About us

Pirate Impact is the family office of Fabian and Ferry Heilemann. We focus on stage-agnostic investing in climate tech & social impact companies in the EU/US and are driven by the ambition to systematically transform our economy towards impact capitalism. We aim to inspire like-minded citizens, entrepreneurs, and investors and believe in the power of collaboration. You can find out more about us on <http://www.pirate.io>.

Why join?

We are at a critical time in our history. Climate change has become the biggest threat to our planet and future generations. Social injustice and inequality are increasing.

With our family office, we are looking to create an enormous positive impact on the planet and society, turning the challenges we are facing into an opportunity to create a better future.

We are looking for a People & Culture rockstar who is driven by creating a positive impact, who is seeking for a job with high responsibility in a flexible, international, and welcoming work environment, who has previous experience in recruiting, developing, and retaining talent, who has a profound understanding of how important the right people are to achieve a mission, and who simply wants to support our mission and make a difference.

Your Responsibilities

- Develop our People & Culture strategy, including all initiatives that support the long-term vision and build-up of Pirate Impact and its multi-functional team
- Develop and manage scalable HR policies/procedures and introduce state-of-the-art tools that shape our employee lifecycle and work as a strategic partner with our executive management team
- Responsibility for all People-related matters within Pirate Impact, including but not limited to talent acquisition, onboarding, retention, personnel records, job evaluations, compensation management, benefits administration, staff wellness, organizational development, employee development, company culture
- Develop a solid learning and development approach with focus on effectiveness as well as career development and a great employee experience overall
- Assist our portfolio companies in people & culture-related matters, especially around talent acquisition, development, and retention

Qualifications & profile

- University degree and 4-5 years of working experience in HR/People-related roles, preferably within the venture capital or startup ecosystem in Europe
- Deep knowledge of how to build great teams
- Independent, solution-oriented thinker and worker, team player with an entrepreneurial, creative problem-solving and self-starter mindset
- Ideally, a network within and affinity for the venture capitalist, startup, and sustainability ecosystem
- Ability to work and prioritize effectively in a fast-paced environment and manage many parallel tasks
- Excellent interpersonal skills, negotiation skills, and organizational skills
- Excellent and empathic communicator (written and verbal) with diverse target groups
- Driven by developing and creating new solutions, standards, and processes
- Mission alignment on impact and sustainability that can be seen in behavior and decision making
- Full professional proficiency in English as a must, fluent in German as a nice to have

Your package

- Competitive salary plus carried interest participation
- Possibility to work from home or in co-working space in Berlin / Munich
- Opportunity to work with an amazing team striving to create an enormous impact for the planet and society as well as in the investment and startup community
- Access to a gigantic network in the startup, venture, and sustainability ecosystem
- The opportunity to embark on a new adventure with myriad possibilities to drive and develop and shape your own tasks, your topics, and the outcome

Equal opportunity employment

Pirate Impact is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Further information:

Location: remote or Berlin, Germany (valid EU work permit necessary)

Contact: join@pirate.io

Job type: fulltime, starting as soon as possible (as of October 2021)

Your application: CV and cover letter (incomplete applications will not be considered)