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# Head of Human Resources

## First Look Media - San Francisco Bay Area

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This is a preview of the Head of Human Resources job at First Look Media. To view the full job listing, join LinkedIn - its free!

## About this job

### Job description

First Look Media seeks to reimagine journalism for the digital age, combining the promise of technological innovation with the power of fearless reporting. Founded by Pierre Omidyar, the organization will pursue original, independent journalism that is deeply reported and researched, thoroughly fact checked, and beautifully told. We are driven above all by a belief that democracy depends on a citizenry that is not just highly informed, but deeply engaged. In all our work, we are committed to strict standards of accuracy and honesty, a willingness to report our own errors and inconsistencies as well as those of others, and a deep respect for the transformative power of true stories.

### POSITION SUMMARY:

The Head of Human Resources will partner with the CEO and other senior executives across the organization to help set them up for success. The primary focus being Culture, Executive Coaching, and acting as a thought partner to senior management. The more transactional pieces of human resources (payroll, benefits, etc.) will largely be outsourced. Responsibilities include:

- ?? Partner with the CEO and leadership team by being the thought leader responsible for First Look's culture and people
- ?? Organizational Design & Development for a rapidly growing company that ensures successful business results
- ?? Be a resource and "coach" for all employees, especially senior executives
- ?? Execution of all people programs and processes
- ?? Perform other responsibilities as necessary

#### **EDUCATION, EXPERIENCE AND SKILLS REQUIREMENTS:**

- ?? 15+ years of human resources related experience
- ?? Strong interpersonal, negotiating, and coaching skills
- ?? Strong business acumen
- ?? Ability to solve problems in a systematical, scalable way
- ?? Ability to work in close collaboration with executive team members
- ?? Self motivated and highly driven
- ?? Bachelor's degree required, advanced degree a plus
- ?? Experience working with aggressive start-up companies a big plus

#### **Desired Skills and Experience**

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