



LineVision Inc.
444 Somerville Ave
Somerville, MA 02143 USA

Director, People Operations

Boston or remote / Full-Time

At LineVision, we use advanced sensors and analytics to monitor, optimize, and protect the world's critical energy delivery infrastructure. We are a rapidly growing technology company, helping utilities around the world to increase the flexibility, efficiency and safety of their grids for a cleaner and electrified future.

We are looking for an exceptional Director of People Operations to join our growing team. In this role, you will be responsible for ensuring we attract, develop, and retain an exceptional team. On a given day you may find yourself reviewing our hiring plan with the leadership team, finding new channels to recruit talent, or improving our onboarding process and experience.

The ideal candidate will be an HR generalist capable of defining, implementing and managing LineVision's Human Capital operations. This is your opportunity to play a key role in contributing to a company that is changing how utilities around the world operate an increasingly-connected electric power grid.

We value and benefit from the wide-ranging perspectives that come from a diverse and inclusive work environment and encourage all qualified candidates to apply, particularly those from groups that are under-represented in the energy sector.

Responsibilities

- Develop and promote a remote-first culture, making remote work feel natural and normal; a fully planned and legitimate work model leading to a greener, cost effective choice while achieving higher levels of engagement and productivity
- Develop staffing strategies to attract exceptional talent. Define and manage the end-to-end search, hiring and onboarding process, in support of hiring managers. Develop a set of recruiting resources and position the company to be an employer of choice and to attract top candidates from diverse backgrounds.
- Make LineVision a great place to work. Work with the leadership team to implement creative and fun programs to foster connection, trust and belonging in a remote-first organization. Help make LineVision a learning organization committed to the development of our employees.
- Develop LineVision's performance assessment process and compensation plan (salary, benefits, options, bonus) to support the attracting and retention of top talent and ensure equity.
- Apply an evidence/data driven approach to continually improving HR management. How satisfied are our employees? How do recruitment costs, benefits and compensation compare to the market? Are we attracting and keeping exceptional employees and developing their skills? Are we using industry best practices and tools?
- Develop programs, policies and processes associated with meeting the strategic and operational people issues of the organization.



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Qualifications

- A Bachelor's degree in Human Resources Management or a related field
- 5+ years of experience as an HR manager - preferably in an early stage company
- Experience managing employees across multiple states and countries
- Strategic, analytical and intellectually curious with a results orientation
- Proven ability to work independently and lead projects in a fast-paced environment
- A high degree of emotional intelligence; works collaboratively and inspires others
- Demonstrated ability to work across functional areas to develop a positive work environment
- Demonstrated ability to coach, lead, develop a high performing team.

LineVision offers all team members equity through our Employee Stock Option plan. We also offer health insurance benefits, a 401k plan, a trust-based vacation policy and a highly collaborative team environment.

LineVision Inc is an EEO/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status. For more information, visit <http://www.linevisioninc.com>

To apply send a resume and cover letter to apply@linevisioninc.com with "Head of People Operations" in the subject line or reach out to Liz Etkin at (914) 414-6051.