



Job Title: Director, Human Resources

Location: Kirkland, WA

Department: Human Resources

Donuts Inc. is a leading global domain name registry for new top-level Internet domain extensions. Donuts offers businesses, individuals and organizations new ways to brand and unify their online identities, in multiple languages and character sets. The company is privately held, and has strong backing from Adams Street Partners, Austin Ventures, Emergence Capital and TL Ventures. Donuts is headquartered in Kirkland, Washington, with offices in Denver, Colorado, Dublin, Ireland and Beijing, China. For more information, please visit www.donuts.domains. Donuts recently completed the acquisition of Rightside Group, Ltd.

This is an exciting time to join the Donuts team. The company is thriving: we have had a very successful track record since launch, we just completed an acquisition, and are now gearing up for our next phase of growth.

Reporting to the Chief Financial Officer, the Human Resources Director's primary responsibilities are to provide HR leadership, direction, and hands-on management to drive the strategic and operational execution of the HR function in alignment with the needs of the business. This position will function as a collaborative, responsive business partner to the leadership team and as a persuasive ambassador for Donuts.

The ideal candidate:

The ideal candidate brings an intuitive sense of how to add value to an organization, and the maturity and self-motivation to identify and address core organizational needs with pragmatic, effective programs and approaches. (S)h enjoys helping build a great culture and brand, coaches and supports team members and managers to become great leaders, thrives in an ambiguous and fast-paced entrepreneurial environment and gains fulfillment in building scalable HR programs. The individual adds value through innovation, collaboration and works well amongst smart, high-caliber team members. The HR Director's focus ensures that our leadership and individual contributors are prepared and supported for the rapid growth demanded in our dynamic corporate environment. This role will have the opportunity to develop and manage a variety of HR services and programs to support the organization.

What you'll do: responsibilities

- Function as the expert on organizational issues and serve as trusted advisor and business partner to the leadership team.
- Drive and manage the successful execution of human resource and talent management initiatives to that promote engagement, growth, and sustainability.



- Identify key Human Resource trends, challenges and opportunities. Work with the leadership team to develop and drive new and refined people programs and services.
- Work with the leadership team to design and implement leadership and management development programs and succession planning.
- Support HR initiatives in the development and design of Human Resources strategies and programs to include: Employment engagement, employment branding and cultural initiatives; Talent Acquisition; Total Rewards strategy; Talent Management and Development – Organizational Development, Succession planning and pipeline development, Career Planning and Development; HR Systems.
- Operate with an action-oriented approach, knowing how to measure the results of various HR programs and responding to the dynamic needs of the team.
- Manage all day-to-day HR administration issues.
- Insure the effective implementation of performance systems and processes that facilitate the focus on individual, department and organizational initiatives to continue to support the goals and growth of the company.

Requirements

- BA/BS
- A minimum of 8 -10 years of professional HR experience, preferably within the technology industry, with strong expertise in all areas of employment law, talent acquisition, talent management, change management, employee engagement, etc.
- Successful track record working with a highly educated, technical work force is preferred. SPHR certification preferred.
- Track record in managing a high-performing HR team
- Must be well organized, resourceful and excellent at planning; lay out tasks in sufficient detail to mark the trail; is able to get things done with less and in less time; can work on multiple tasks at once without losing track; foresees and plans around obstacles.
- Writes and presents effectively; adjusts to fit the audience and the message; is a convincing and motivating communicator.

Personal Skills, Attributes, and Qualifications

Who you are:

- Innovative and creative - bring great ideas, alternatives and solutions to the team.
- Collaborative, transparent and authentic.
- Strategic mindset, but not above doing tactical tasks to get something completed.
- Possess a sense of urgency and exhibit flexibility in an ever-changing environment.
- Excellent communication and coaching skills.
- Observant and proactive. A good listener; able to identify problems autonomously, anticipate and act on the needs of the business.



- Ask great questions and quickly get to the heart of the matter. Keep an open mind to allow for the best solution to emerge.
- Take data seriously and seek information to help direct decision making.
- Knowledgeable and experienced.

Donuts offers a highly competitive compensation package and a friendly, collaborative culture that values employee engagement and ongoing career development.

Donuts is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, national origin, veteran status, marital status, sexual orientation, gender identity, disability or any other category prohibited by local, state or federal law. This policy applies to all aspects of employment, including recruitment, placement, promotion, transfer, demotion, compensation, benefits, social and recreational activities and termination.

Interested candidates should submit their resume to: jobs@donuts.email.