**Group Chief People Officer**

Reporting to Group CEO

Europe's leading online grocery delivery service. Using technology to deliver weekly shopping (17 000 SKUs) in less than three hours in 15 minute time slots, saving our customers time and giving them freedom and flexibility.

The world needs a better food system, one that is more sustainable, more inclusive and which brings healthier and more personalised food to all. Rohlik Group is leading this change. In every city we carefully select the best quality and freshest local produce to save our customers time; from butchers to bakery, and fresh produce directly from farmers via our unique Farm-to-Door program. We carry all the favourite brands, plus a range of affordable own-label products, so our customers don’t miss out on what they love.

**Department Overview**

In the HR team, we take care of people, from receiving their CV to the last day of their employment with us. We hire great people and give them friendly onboarding to make them feel at home from day one. We take care of pleasant matters such as salaries, benefits, development and training, but also less popular stuff such as preparation of employment documents and policies. And - as you're already a little proficient in HR - you will be pleased to hear that culture, performance and talent management will be in your capable hands as well.

**Role Overview**

As the Chief People Officer (CPO) at Rohlik Group, you will be a pivotal member of our executive leadership team, driving our people strategy to support the company’s ambitious growth trajectory. You will be responsible for fostering a culture that aligns with our core values, building scalable HR processes across all levels. By partnering closely with other senior leaders, you will ensure that our people are empowered, engaged, and equipped to achieve their fullest potential. This role will require a visionary leader who can balance strategic thinking with operational excellence to transform the HR function into a key driver of organizational success. The HR Director plays a key part in shaping the company for all people related matters. This role is not for the faint hearted, it is a role where knowledge meets creativity and courage. There will be loads of unknown issues to tackle and some fast decision making waiting for you.

**What we expect from you**

* Develop and execute a comprehensive people strategy aligned with the company’s vision and business objectives.
* Oversee all aspects of the HR function, including talent acquisition, performance management, learning and development, compensation and benefits, and employee relations.
* Foster a high-performance culture by implementing initiatives that promote employee engagement, recognition, and career development.
* Build and maintain robust HR systems and processes to ensure compliance and efficiency.
* Lead efforts to improve diversity, equity, and inclusion across the organization.
* Act as a trusted advisor to the executive team, providing insights and recommendations on people-related matters.
* Analyze workforce data and trends to inform strategic decision-making and anticipate future needs.
* Champion change management initiatives to support organizational transformation and growth.

**What we look for**

* A person with a business mindset and an innovative approach to problem solving, who is structured, diligent and attentive to people’s needs.
* Somebody who is not afraid to roll up their sleeves and get on with any task
* Proven experience as a senior HR leader, ideally within a fast-paced, high-growth environment.
* Exceptional leadership and interpersonal skills with the ability to inspire and influence at all levels of the organization.
* Strong business acumen and a deep understanding of how HR drives organizational success.
* Demonstrated success in developing and implementing people strategies that align with business goals.
* Someone with passion for high level of customer orientation
* Expertise in organizational design, talent management, and succession planning.
* A track record of driving diversity, equity, and inclusion initiatives.
* Excellent analytical and problem-solving skills with a data-driven mindset.
* Adaptability, resilience, and a forward-thinking approach to change and innovation.

**KPI’s typical for the position**

* Achieve a measurable increase in employee engagement scores year over year.
* Maintain or improve retention rates across key talent segments.
* Leadership Development: Successfully implement programs that develop leadership capabilities and increase internal promotion rates.
* Reduce time-to-hire and improve overall HR process efficiencies.
* Demonstrate progress in aligning organizational culture with core values through initiatives and feedback mechanisms.

**What we offer**

* Your work will have a direct impact on the company's results
* We will implement your good ideas almost immediately – not waiting for the approval of the headquarters somewhere in the world
* You will not be bound by corporate processes
* Your work has to be innovative and meaningful, we do not want to follow trends, but set them
* Last but not least, we mainly offer a fair reward and the possibility of professional growth and education, also a great bunch of people around and a legendary company events

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