We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**Head of People & Culture (new country set up)**

**Situation**

We will officially launch a new country on the 1st of August 2022 with the launch team of appr. 100 people. Team is split 50/50 between HQ and Operations (incl. Couriers, Fulfillment Centre pickers and packers). You are joining as one of the first members of the leadership team and your responsibility is to:

1. Hire team for launch - both HQ and OPS staff
2. Onboard and train all staff
3. Identify and establish core HR processes that you need to have in place for smooth launch

**Task**

* Propose a detailed plan of people related activities that will enable launch. What will be your role and what support do you need from others? Pls state all important milestones that need to be achieved.
* Propose a remuneration model for Operations. Assume Fulfillment Centre operating hours from 05:00 to 22:00 for 6 days a week (Monday to Saturday). Consider options of direct employment and agency workers and include proposal on how to deal with overtime/ shifts
* Propose your People & Culture team structure and what KPIs you apply to manage performance and ensure results delivery

**Additional Information & documentation**

Other information you may need is:

* Warehouse 5 000 sq m
* SKU’s at launch 8 000
* Initial orders 500 per day
* Mother company [Rohlik.group](https://rohlik.group)
* Other companies Rohlik.cz, Kifli.hu, Gurkerl.at & Knuspr.de
* Attached Key Ingredients (Company Values)

**Format**

We are not strictly set on the form of the presentation. Whatever works for you and you are comfortable with, works for us. Please send us your materials prior to the meeting so we can read through it and prepare questions.