**People Growth Manager**

Reporting to Chief People & Culture Officer

Founded in 2014 in the Czech Republic, Rohlik is the European leader of e-grocery in Central Europe. Already active in the Czech Republic ([Rohlik.cz](http://rohlik.cz/)), Hungary ([Kifli.hu](http://kifli.hu/)) Austria ([Gurkerl.at](http://gurkerl.at/)), and Germany ([Knuspr.de](http://knuspr.de/)). By owning its end-to-end operations, including all technology in-house, Rohlik provides a superior customer experience and the freshest food from local farmers and artisans, as well as a broad supermarket selection.

**Team Overview**

Our goal is to look after our people and to ensure they strive. We approach the best talents, hire them, welcome them on board, and guide them through their lives at Rohlik. We guarantee that salaries are paid, that everyone is developing their skills and has all required knowledge to hand, along with the tools, and information needed to do their job well. We listen to our people and ensure they are heard. As for the CULTURE? We help our people to not only understand but to then continue building it with us.

**Role Overview**

Agility is a core part of our organizational DNA. We are a hyper- growth company and we keep evolving continually. We are building a culture that naturally embraces change and learning. We need robust and well-designed onboarding and induction that quickly assimilates new joiners into the company, and optimizes their time to get up to speed. We love technology and consider it a natural component of learning and development activities.

**What we expect from you**

* Design and deliver superb onboarding and induction experience for new hires
* Build a mechanism for peer-to-peer learning - hackathons, lunch and learns, quizzes, or whatever works to keep learning quick, regular, and decentralized
* Discover and implement technologies that make learning and knowledge sharing easier, faster and more fun
* Facilitate development of the Group leadership team - we expect a great deal from them and we must support them accordingly
* Harmonise talent and performance management across Group so that it keeps us the trajectory of growth, but without boring and heavy admin bits
* Be an everyday ambassador of our culture and imprint the culture into every aspect of how we build business together

**What we look for**

* A person with a business mindset, who is fast, result oriented, structured, analytical, diligent and who loves to work with new technologies..
* Somebody who is not afraid to roll up their sleeves and get on with any task
* A self-starter, able to work independently and deliver without a support of a large team
* Someone with a high level of customer orientation, attentive to people’s needs
* Great communicator with ability to connect people

**KPI’s typical for the position**

* # of development activities offered/ used (take-up rate)
* # of internal promotions/transfers
* Attrition/ attrition in probationary period
* eNPS

**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 will be innovative and meaningful, we do not want to follow trends, but set them
* Last but not least, we offer a fair reward and a possibility of professional growth and education, also a great bunch of people around and a legendary team events