

DIRECTOR OF PEOPLE & CHANGE

ROLE

We're seeking a growth-obsessed talent executive who cannot wait to be the strategic business partner to engineer our team infrastructure while we scale up.

As our versatile, fast-paced Director of People & Change reporting directly to the CEO and part of the executive committee, you'll be responsible for:

- Architecting our organizational design to meet company objectives, including functional setup, roles and responsibilities, policies, compensation structures, culture, and hiring.
- Enabling our learning and development foundation to empower team excellence by driving processes, coaching, career pathing, and values.

Location: La Tourangelle Corporate Office, Berkeley, CA, OR Production Facility Office, Woodland, CA

RESPONSIBILITIES

ARCHITECT

- **Build the organization:** actively evolve the organizational chart based on industry best practices and strategic growth plans; proactively lead the alignment of titles, roles, and incentives on an ongoing basis.
- **Refine and activate the employer brand:** work with La Tourangelle's marketing team to design and activate end to end hiring and employer brand both online and locally; identify, plan for, and lead relevant recruiting events; actively build a diverse talent pipeline across La Tourangelle's functions.
- **Design and optimize the employee experience:** Define and own the company's employee experience and life cycle from talent acquisition through on-boarding, development, retention, and off-boarding; create and implement innovative approaches and strategies that differentiate the company's employee experience from competitors.
- **Lead with forward thinking:** demonstrate expertise across talent management concepts, practices, and procedures in hiring, development, and retention; monitor market trends and vet improvement recommendations to the executive committee; serve as voice of team members and the talent market for the executive committee.
- **Learn and iterate:** develop and maintain measures of organizational improvements; build foundational processes and cascade throughout teams across both office locations.
- **Partner with confidence:** act as a true business partner to all functions to drive improvements, new processes, and team member experience.

ENABLER

- **Lead by example:** directly responsible for leading people and talent strategy, while also rolling up sleeves as an individual contributor and collaborating with confidence across executive committee in a dynamic growth environment.
- **Develop leaders and experts:** own and refine La Tourangelle's development program, including the systems for performance reviews, individual development planning, career pathing, and formal and informal training; coach all parts of the organization to improve; assist organizational leaders in their roles as coaches.
- **Hold yourself and your company accountable:** actively communicate expectations, build team accountability, and provide consistent feedback against targets.

REQUIREMENTS

- Passionate about natural/specialty food products and our consumers; inspired by the La Tourangelle brand
- 10+ years experience leading, designing and/or implementing talent acquisition, development, and retention strategies in a large or innovative and growing company
- Strong leadership skills, business acumen, and desire to grow
- Strong management skills including the ability to effectively consult, problem solve creatively, influence, manage change, and eliminate barriers at any organizational level
- Experience building and managing a team across geographies
- Skilled with applicant tracking systems (Greenhouse, iCIMS, JazzHR, Zoho Recruit, etc.) and experience using a variety of job boards (Indeed, LinkedIn, etc.)
- Knowledge of human resource principles, practices, rules, regulations and procedures
- Strategic thinking and excellence in driving that thinking into actionable plans
- Experience working with teams across geographies
- Exceptional presentation, communication, and negotiation skills
- Bachelor's degree in business administration; MBA preferred

ABOUT LA TOURANGELLE

La Tourangelle (la-tour-an-gel) is a family producer of high quality, delicious artisan oils and salad dressings that inspire people to cook, create and unleash their inner chef. Steeped in the oil making tradition of France's Loire Valley, La Tourangelle's purpose is artisanship and pursuit of exceptional taste with uncompromising nutritional benefits to improve the health, flavor and lives of our customers and our families. Our products are sold in over 20,000 stores in the US and Canada and include retailers such as Whole Foods Markets, Amazon.com, Albertsons/Safeway, and Kroger.

BEHAVIORS WE VALUE

- Take initiative
- Take ownership
- Be results-driven
- Be curious
- Stretch your limits
- Be collaborative
- Make decisions based on facts
- Show respect for all
- Face challenges with optimism
- Bring your authentic self

JOINING THE TEAM

We are a team of explorers and builders who stand behind the authenticity and quality of our craft. We welcome applications from individuals who share our drive for bringing the best and most nutritious natural food products to the world by pairing innovation with artisan excellence. Opportunities for growth within our organization are abundant, and we offer medical benefits, HSA, life insurance, and 401K.