



Ваш надежный помощник

Hr assistant, 30000 грн. + %

📍 Киев, 🕒 24 октября 2023

Компания: [RI Software](https://jobs.ua/company/id/1632857) (https://jobs.ua/company/id/1632857) ([Все вакансии](#))

Рубрики: [HR, управление персоналом](#), [Офисный персонал](#)

Пожелания к сотруднику

Образование: не имеет значения
Опыт работы: от двух лет
График работы: удаленная работа

Описание вакансии

Job Title: HR Manager for Remote Software Development Company

Company: RI Software

Location: Remote

Compensation:

As a HR Manager at RI Software Company, you will be compensated through our partnership model. We do not offer a traditional salary but instead provide a unique opportunity for partnership and profit sharing.

You will have the chance to be a co-owner of our company and benefit from the success and growth of our business. Further details regarding the partnership structure and profit sharing will be discussed during the interview process.

We are seeking a highly motivated and experienced HR Manager to join our revolutionary software development company. As the HR Manager, you will play a crucial role in managing and coordinating our team of software developers, ensuring smooth operations and effective collaboration in a remote working environment. This is a remote position, allowing you to work from anywhere in the world.

Please note that this is a unique opportunity where we operate on a co-working method, with no salary but instead a partnership-based compensation structure.

Responsibilities:

- Implement and improve HR policies and procedures, tailored to the needs of a remote working environment.
- Recruit, onboard, and train new software developers, ensuring a seamless integration into our dynamic team.
- Foster a positive and collaborative work culture, promoting team spirit and motivation among developers.
- Provide guidance and support to software developers, addressing any HR-related concerns or issues that may arise.
- Conduct regular performance evaluations and provide constructive feedback to drive continuous improvement.
- Organize and facilitate developer meetings, ensuring effective communication and collaboration among team members.
- Collaborate with other departments to align HR strategies with company goals and objectives.
- Stay updated on industry trends and best practices in HR management for remote teams.

Requirements:

1. Education and Experience:

A bachelor's or master's degree in HR or a related field, along with several years of progressive HR experience.

2. Leadership Skills:

Ability to lead a small team of HR professionals, assign tasks, and oversee projects.

3. Employee Relations:

Proficiency in handling complex employee relations issues, conflicts, and performance management.

4. Talent Acquisition:

Experience with end-to-end recruitment processes, including sourcing, interviewing, and selecting candidates.

5. Training and Development:

Knowledge of training needs assessment, design, and delivery of employee development programs.

6. HR Strategy:

Ability to contribute to the development and execution of HR strategies aligned with organizational goals.

7. Compensation and Benefits:

Understanding of compensation structures, benefits administration, and job evaluation.

8. Change Management:

Experience with organizational change initiatives, including communication and employee engagement strategies.

9. Project Management:

Ability to manage HR projects and initiatives, ensuring timely completion and alignment with objectives.

10. Labor Relations:

Familiarity with labor laws, collective bargaining agreements, and negotiation skills.

Additional Information:

- This is a remote position, offering flexibility and the opportunity to work from anywhere in the world.
- Working hours are flexible, with an average expectation of approximately 14 hours per week based on task completion.
- Developer meetings are held every Tuesday and Friday at 12pm New York time zone for front-end and back-end developers, respectively.
- Daily reports with 2-3 sentences about the day's activities and a short video demonstration must be submitted by 3pm New York time zone.
- We plan to complete the program in July and proceed with alpha and beta testing before entering the Ukrainian market. Expansion into other markets will be pursued after gaining sufficient capital.

About Us:

RI software is building a revolutionary system of web applications that will empower businesses to thrive. Our ecosystem comprises four dynamic web services: a retail marketplace, a wholesale marketplace, a business management service, and a job offering service. Imagine seamless data sharing across these services, streamlining operations and boosting productivity. For instance, when someone joins a company through our business management application, their project data is automatically stored in our databases. No more tiresome interviews when they seek new opportunities. This is just one example of the countless interactions within our ecosystem.

If you are a self-motivated HR professional with a passion for managing remote software development teams and driving organizational success, we would love to hear from you.

If you are interested in cooperation with us, go to the link below, leave your information and we will contact you
docs.google.com/forms/d/1vhVnE7Mg95OB3_BJcg8cxknIBBPGzP72PTi2PYS1Q_Y/edit

Контактная информация

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