

Head of People Operations

About Us

We are a fast-growing, Series A NatureTech company (backed by leading investors AzureX Space Ventures, Equinor Ventures, and Intercontinental Exchange) on a mission to enable zero deforestation and degradation and support mass forest restoration by producing the highest-quality nature mapping data and insights products.

Data is at the heart of Space Intelligence. We process large volumes of satellite data and analyse it within a machine learning framework to produce valuable nature mapping products for our clients.

Our products are trusted by the developers and investors in nature-based solutions, including Apple, Climate Asset Management, Everland, and WCS. They are also used to support the validation of compliance with the EU Deforestation Regulation (EUDR) through our partnership with ICE's Commodity Traceability Service (COT).

We are a group of passionate, dedicated individuals with deep technical and scientific knowledge necessary for producing reliable, high-quality data and insights. We have a strong understanding of our customers' needs and develop long-term relationships that add value.

We are a values-driven organisation, embodying these principles in our daily work: we are **Science-driven**, with a **Commitment to Quality**, always **Acting with Integrity**. We have a focus on **Innovation** to create better products for our clients and an overall commitment to **Equality**. We are striving to create a commercial culture that is meritocratic and outcome-oriented.

Purpose of this role

As Head of People Operations, you will define and execute a people-first strategic plan that supports the Company's mission and objectives, and enables our people to grow and excel in their roles. You will ensure that we develop professional, scalable people policies, processes and systems to attract and retain employees, and improve productivity and efficiency.

This role reports to our COO.

Outcomes for the first 6-9 months

The key outcomes that you will have to achieve in the first 6-9 months:

- Define and execute a new people strategy that underpins Space Intelligence's 10x sales growth in the next 3 years
- Define and implement a non-bureaucratic, merit-based compensation structure, and the underlying philosophy that captures who we are as a company and our vision for attracting, growing and retaining world-class talent.
- Build upon our existing performance and development review framework. Refine our performance review philosophy, develop and implement systems and structure to roll out a scalable framework.
- Identify and implement a new HRIS to introduce a new system that brings more functionality to enable us to streamline and automate more People Ops related tasks
- Drive recruitment - owning the headcount planning and recruitment of key new hires.
- Support the embedding of our company values, and a commercial mindset based on a meritocratic, trusting and innovative culture

Key Competencies

- Multiple years experience as senior people operations in tech start-up and scaling organisations
- Be a creative self starter, able to take ideas from zero to one.
- Proven ability to understand strategic organisational issues
- Proven track record of developing and implementing creative, scalable people strategy, policies, processes and frameworks that align with company culture in a fast growing tech company
- Demonstrable experience in building compelling compensation structures
- Ability to collaborate with cross-functional leaders and C-Level across the business
- Be an empathetic people leader with high emotional intelligence
- Experienced in harnessing technology, automation and scaling systems for growth.

Key Responsibilities

- Design and implement scalable people processes and frameworks
- Define, build and iterate a compelling compensation structure and benefits to ensure a merit-based and fair reward structure is supporting our team
- Promote the company culture and values, ensuring alignment with strategic goals
- Define and implement effective onboarding for new starts
- Develop and execute strategies, processes and tools for employee engagement, retention and satisfaction throughout the employee lifecycle
- Develop and maintain People policies and processes to ensure consistency and compliance
- Training and Development: Identify and coordinate high-impact training to accelerate the team
- Case management: Be the point-person to manage our team fairly, objectively, and empathetically.

- Own the HRIS
- Own core People operations including: Recruitment, benefits administration and compliance with employment law and regulations

Salary

Starting salary £70,000 - £80,000 Placing depends on experience/qualifications. Pro rata, if part time.

Working for Space Intelligence

At Space Intelligence, we offer a competitive salary and benefits - 33 holiday days per year, an extra day off for your birthday, a good pension plan offering salary sacrifice for tax efficiency, an Employee Savings on Purchases Platform and an Employee Assistance Programme, as well as other benefits. We have a friendly, fun and supportive workplace, and we strongly value work-life balance. We are emphatically not a company with a long-hours culture, we are family-friendly and support flexible working and part-time, where possible. We also schedule a range of events including lunches, escape rooms, pub trips, crazy golf, bowling and much more. In addition, we do company and team away days.

We are, proudly, a diverse, multicultural team and our employees come from 11 different countries.

Where will I work?

We are looking for a candidate who will be based in our office on George Street, Edinburgh. Most of our team are in the office most days, and we feel you will learn fastest if you are in the office most days too. We support hybrid working and would be happy for you to work 1-2 days a week from home.

How to apply

Please send your CV and a cover letter explaining why you're particularly suited for this role to careers@space-intelligence.com

Please note, that if you don't currently have the right to work in the UK, we do not sponsor visas so please check out the UK Government website for further information about visas before applying.