



Circ, Inc.
Director of People Experience

Looking for an opportunity that challenges and grows with you?

Circ is on a mission to power the clean closet with enhanced recycling technology that (re)sources nature's raw ingredients from global textile waste, promoting a truly circular ecosystem for the fashion industry. We aim to entirely eliminate the need for virgin resources and create a world where nothing goes to waste.

With sharp minds and soft hearts, our team of global scientists and business innovators have come together to solve big problems and are tackling one of the most damaging and polluting industries on the planet. Our mission is mighty, and so is our culture. We're the kind of do-ers who chase the seemingly impossible until we can say that it can in fact be done. At Circ you can expect warm smiles, wicked smarts, and the chance to really change the world.

Opportunity

Circ is looking for a leader to join our team as Director of People and Experience. In a fast-growing startup, this position will lead recruiting, HR, and all of the programs to support and service the needs of our fantastic team. At the center of our success is a strong culture, shared values, and relentless drive to make the world a better place. We are looking for an HR pro who can roll up their sleeves, support and facilitate our growth, fulfill our vision of excellence through the addition of new talent and optimization of the Circ experience, and build a sound infrastructure for the administrative aspects of human resources management.

The ideal candidate is a strategic thinker with experience scaling HR operations in high-growth environments. We need a builder who can create processes and infrastructure from the ground up, while also nurturing a strong culture of inclusion and meaningful work with a mission-driven company.

Qualifications

- 10+ years experience in people operations and human resources leadership in a high-growth, innovative environment
- Expert knowledge of human resources best practices spanning the entire employee lifecycle
- Experience working in a startup environment is a huge plus
- Bachelor's Degree in a relevant field

Responsibilities

Our People leader can expect to perform some or all of the following:

- Lead the People and HR functions, owning all employee-related programs in collaboration with the Circ executive team
- Build a high-performing team by owning and iterating on the employee lifecycle and experience, including recruiting, hiring, onboarding, engaging, training, and leading growth and development initiatives including benefits, recognition, and total compensation
- Determine which HR tech stack fits best into our plans, building out a technical roadmap to support business needs
- Ensure that People and HR programs are effectively communicated to the team at Circ in alignment with our core values
- Partner with executives and vendors as needed on hiring plans, growth goals, and other projects

Diversity, Equity & Inclusion at Circ

We believe an equitable and inclusive work environment and a diverse, empowered team are key to achieving our mission. We're looking for candidates who can expand our culture and challenge business as usual. We strive to foster an environment where all team members can bring their whole selves to work, by their own definition, and we strive to provide all candidates with an equitable and accessible recruitment process.

We provide equal employment opportunities to all team members and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, veteran status, or genetics.

In addition to federal law requirements, we comply with applicable state and local laws governing nondiscrimination in employment in every location in which the company has Facilities.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

If we can offer accommodations for you in the recruitment process, or if you have feedback on how to make our recruiting more equitable or accessible, please let us know!