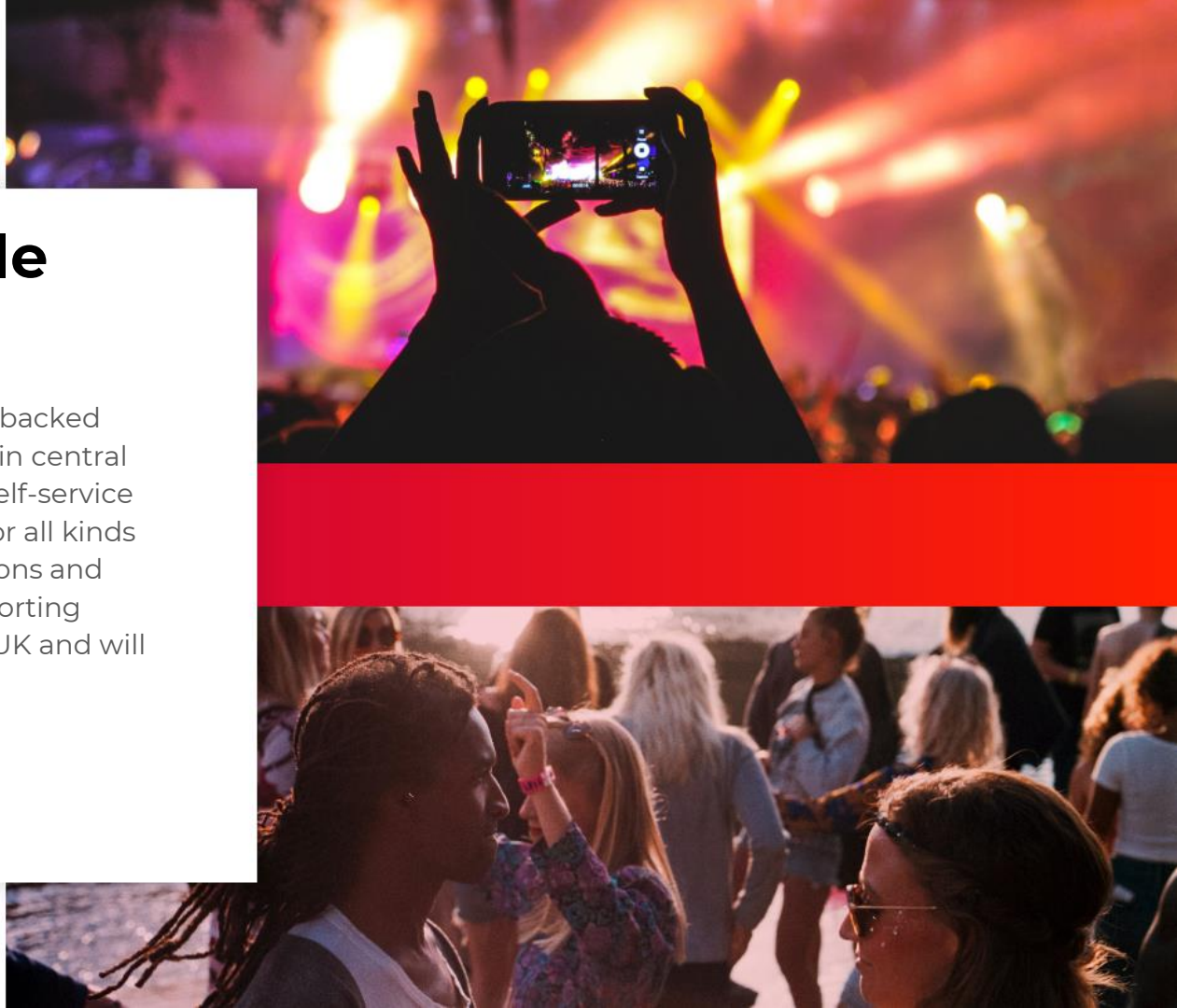




# Head of People and Talent

FIXR is a high-growth, venture-backed tech company, headquartered in central London. We provide B2B and self-service event management software for all kinds of organisers: from student unions and music venues to charity and sporting events. We operate across the UK and will be expanding internationally.



We're looking for a Head of People and Talent to own and build our entire people function. You will be responsible for helping to find, develop and motivate the team at FIXR. You will play an integral part in setting and developing company culture and support the company's executive team in allowing the company to scale quickly and effectively. You will be joining the business at a transformational time as it looks to make new hires, and play a key role in shaping our people operations.

### Responsibilities

- Own the entire Talent and People function.
- Build / develop a network of recruiters and contacts enabling us to hire top talent quickly and effectively.
- Establish best-in-class operating processes to attract, interview, hire, onboard and train talent.
- Provide complete people leadership and advice across all business areas, establishing policy and guidance as required.
- Develop employee contractual frameworks, performance assessments, compensation reviews and awards.
- Champion company culture and drive its development.
- Implement effective training and career progression programmes.

### Requirements

- 3+ years in a Recruitment / People function.
- Commercial and strategic thinker who sees the big picture.
- Exceptional documentation and communication skills.
- Experience in fast-paced companies required to scale quickly.
- Proactive, with the ability to adapt and be flexible.
- Can-do attitude with a determination to make an impact.
- Energetic people-person with strong EQ
- Bonus points if you have a background in tech scale-ups and people development qualifications.