

## HEAD OF PEOPLE

Evina is looking for its future Head of People, to join a tight-knit team of 20 highly motivated people. Currently focused on fighting payment fraud, we aim to become a global leader in cyber security in the coming years.

After two years of significant growth, in both business and team size, we are gearing up for even bigger challenges.

As Evina's Head of People, you will be responsible for hiring key players and help us get to the next level, while making sure everyone in the team is provided the best working environment and opportunities to grow on an individual level.

You will report to the COO when you join us. This is a key position in the company's plans and is expected to lead to the creation of an HR team later on.

### OUTCOMES

#### **Recruitment**

- Hire 5 people in Q3 2020 & plan for a significant boost in team size within 18–24 months
- Build and run the most efficient hiring process. It should be a great experience for all people involved
- Establish Evina as a strong employer brand

#### **People**

- Implement the right Organisational Design and processes, including reinforcing Evina's already strong remote culture
- Establish a powerful Development & Growth approach

Your actions at Evina should allow the company to reach an eNPS above 70.

Your input will be welcome for admin, legal, and payroll, but they will remain under the purview of the COO and will not be part of your scope.

## REQUIRED SKILLS FOR THE JOB

- A great, relevant network or the ability to easily build one
- An understanding of the best modern HR and Recruiting tools
- Leadership skills to get Management and Employees on board
- Prior experience with remote work
- Comfortable working in a fast-paced environment with multiple high-priority topics
- You know how to recruit engineers and have the ability to sell the company to potential hires
- Fluent English (we speak french at work but will be hiring people across Europe)
- A genuine curiosity and ability to understand the particularities of our industry

## COMPANY VALUES

We hold high our values of excellence and care for others at Evina. We are looking for people who believe in them as much as we do, and whose own initiatives will help reinforce.



CYBERSECURITY *FOR BUSINESS GROWTH*

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