

Head of People and Culture | W4 Games

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Applications will be reviewed on an ongoing basis.

Description

The Head of People and Culture of W4 Games (W4 Games, collectively with its affiliates, the “Company”) will be responsible for planning and managing all firm human resources issues for the Company on a global basis. As a senior member of the management team, the Head of People and Culture will be expected to work closely with business, financial and legal teams to design and implement policies and procedures that align with the company's culture and values, and help us attract and retain top talent to support our growth objectives.

Responsibilities

- Design and implement company-wide people and culture policies and programs that foster a positive and inclusive work environment.
- Oversee recruitment efforts and ensure that reference and background checks are conducted for potential hires.
- Monitor market standards for employee benefits and work with the CFO to design competitive compensation and benefit packages.
- Develop and implement employee onboarding processes and create employee manuals and related materials together with our legal counsel.
- Implement strategies to enhance employee engagement and productivity.
- Design and monitor performance review processes so that employees receive timely, honest and actionable feedback on their work.
- Work with firm legal counsel to ensure compliance with all relevant labor laws and regulations.
- Create and oversee continuing education programs to help employees continue to build their skills sets.
- Maintain employee employment files and related information.
- Develop and oversee employee exit processes and procedures.
- Implement processes to address any workplace complaints or concerns raised by employees.
- Support the Company in the event of any labor-related litigation.
- Hire and manage personnel as needed to support the department's function as the Company grows.
- Monitor the implementation of the firm's ESOP (Employee Stock Ownership Plan).
- Ensure that all employee information is handled in accordance with applicable privacy laws and the Company's privacy policy.
- Together with the legal department, monitor applicable labor law legislation and advise management on steps to mitigate labor law risk.

- Establish relationships with external HR advisors as necessary to effectively manage HR matters.
- Developing and implementing initiatives to attract, retain, and support diverse talent.
- Ensuring that the firm's hiring practices promote diversity and are free from bias
- Tracking and reporting progress towards its goals.

Qualifications

Required:

- Significant experience as head of HR or a similar role of a multinational corporation.
 - In-depth knowledge of applicable labor laws and regulations in the United States and Europe.
 - Strong experience identifying and managing a wide range of labor law issues.
 - Familiarity with business operations in the United States and Europe.
 - Excellent ability to work as part of a global team.
 - Excellent ability to work in a remote work environment.
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- Fluency in English with an ideally high degree of comfort working with people from diverse cultural and professional backgrounds.

Recommended:

- Knowledge of tech, open source and the video game sector would be a strong plus.
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Hiring and Location

All members of the W4 Games game work remotely. The form of your work arrangement with W4 Games will depend on your country of residence and the country's legal requirements.

About

[W4 Games](#) is a company founded by the leadership of the [Godot Engine](#) project. It aims to help the gaming industry reclaim control of the technology it uses to create games. Its mission is to enable companies to have the same freedom to innovate as if they created their own in-house engine, but without needing an in-house technology team behind.

W4 Games offers a set of products and services for companies to make the best possible use of Godot Engine, so they can develop games and bring them to market with peace of mind.

Equal Opportunity

W4 Games is an equal opportunity employer committed to providing an open, collaborative and friendly work environment and does not discriminate based on gender identity and expression, sexual orientation, physical appearance, body size, race, ethnicity, language proficiency, age, political orientation, nationality, religion or other similar characteristics.

Contact Us

Please send a resume in PDF form and compensation expectation to jobs@w4games.com.

The materials you submit will be handled following our [Recruitment Data Privacy Policy](#).