



## CHIEF HAPPINESS OFFICER

### What type of breed are we looking for?

Working as part of the global Team, the Chief Happiness Officer will be responsible for all things 'people' at Edgard & Cooper across our global network. Our aim is to continue to create a happy and driven workplace and so we're looking for someone who has the experience and passion to join us and develop a leading edge HR strategy and framework.

### What will be in your bowl?

- Building an effective HR strategy for Edgard & Cooper.
- Developing an effective recruitment process for the business, ensuring we are hiring the best talent in the market not only in terms of skills but also attracting people who truly align with the values of our business.
- Contract development across our growing global network of offices.
- Implementing an effective 360 degree performance management and rewards framework for the business globally.
- Creating a career development plan for all employees.
- Creating an effective succession planning process to ensure that the business continues to thrive across all our markets.
- Develop an induction and onboarding plan for all new employees.
- Develop a framework for monitoring statistics such as sickness/absence levels across the company.
- Build a reputation for confidentiality and act as an experienced point of contact for all things HR within the business.
- Build a disciplinary process (although we hope we don't have too many occasions to use this!).
- Develop the Edgard & Company Staff Social Calendar to drive positive team collaboration.
- Effectively manage the HR budget.
- Create an environment that allows our entire team to have a voice in the business.
- As the business grows, recruit and lead a growing HR function within the organisation.

## Skills & tricks

- A minimum of 5 years' HR experience with proven experience and track record of building HR frameworks from conception to implementation.
- Experience of working within a global business.
- Proven leadership and management experience to build best in class teams, leading by example and creating a 'can do' culture in line with company values.
- Knowledge of the best HR technology platforms to utilize in our business.
- A true people person with best in class people skills.
- An entrepreneurial spirit and experience in working in fast paced environments.
- An obsession for detail and making a difference within a company.
- The know how to create a reputation for being the experienced point of contact for all things HR, upholding confidentiality.
- Strong emotional intelligence and the ability to show compassion when required.
- Excellent verbal and written communication skills.
- A creative thinker, who has the ability to motivate, support and inspire others.
- The drive to demonstrate how you develop your own career with us at Edgard & Cooper as well as those of the team around you.
- Good commercial sense, because at the end of the end of the day, happiness initiatives should boost the organisation's business performance!
- Good analytical and decision-making skills.
- You'll align with our values and be a fun, approachable and likeable individual.
- And last but not least, you'll be a genuine pet lover!

## Which pack are you joining?

We're just a bunch of animal-loving, purpose-driven, startup-minded pals.

Here at Edgard & Cooper, we're big fans of purpose, curiosity and learning on the job. We're a young international company, and we're growing fast. That means we're always looking for people who want to skill-up, who want to be challenged, and who want to make a positive impact.

Just like our dogs – Edgard and Cooper – we're friendly and fun, with an insatiable hunger for life. Want to come and play?



## What makes Edgard & Cooper different: Feel Good Pet food

Good food makes your mind, body and spirit feel amazing. Nothing beats fresh meat and simple ingredients, cooked and packed with nature in mind. But most pet foods are over-processed and come wrapped in plastic. Enough is enough.

Welcome to Edgard & Cooper – naturally tasty cat and dog food that you, your pets and our planet can feel good about.

If you feel you have the skills and experience for this role and want to be part of an international, passionate team, then please send your resume and covering letter to [jurgen@edgardcooper.com](mailto:jurgen@edgardcooper.com)

We look forward to hearing from you!

