



ROLE & RESPONSIBILITY

Vice President of People

As the Vice President of People, you will develop, lead and execute talent strategies that support the organizational business strategy and support our shop operations across all markets. You have an ability to drive transformation and performance through our team members in a high-growth environment, supporting our mission on a day to day basis.

About Heyday

We are expert skincare with a human touch. We started Heyday to personalize skincare to create positive change in people's lives – for both our teams and our clients. We're all about helping people feel great in the moment and empowering them to continue that journey on their own. Heyday means the period of your greatest strength, vigor, or success – your prime. We believe everyday should be your Heyday. We just happen to start with skin.

Heyday is headquartered in Soho, New York, with 5 retail locations across Manhattan and 2 in Los Angeles. This is an exciting opportunity to join a small, collaborative team and have a direct impact on our fast-growing business. This position will be an integral part of the organization. The candidate must have commitment and passion for the mission of Heyday to be a catalyst for people to look and feel their best. You are a magic maker who sees possibility and turns dreams into reality.

Key Responsibilities

1. Talent Strategy & People Development

- Lead and implement talent initiatives across the business, including career pathing, succession planning, total rewards, etc.
- Build a bigger base of Full Time employees within the business
- Implement a sustainable, decentralized learning and development strategy, to ensure adoption of skincare treatment/protocol changes, as well as ongoing leadership development

2. Employee Relations & People Operations

- Play an integral role on the field leadership team, having the credibility and business knowledge to be consulted and to actively contribute to overall business and staffing decisions
- Over time, develop field-based HR professionals that specialize in business partnering, recruitment, learning and development and employee relations.
- Ensure field talent strategies and solutions are in accordance with employment law, best practices, and connected to key business objectives
- Develop sustainable systems to grow a decentralized field-based organization (including HRIS, ATS and reporting competencies)

Expert skincare with a human touch

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- Leverage people analytics (turnover and tenure metrics in particular at first) to ensure the work is adopted, effective, and provides value for team members.
- 3. Talent Sourcing**
- Establish innovative candidate sourcing strategies to improve upon the diversity and strength of the talent pipeline, especially within the Skin Therapist (esthetic) population
 - Build knowledge and networks of talent across regions
 - Develop a clear employment brand and marketing muscle to attract passive talent and meet talent where they are (within esthetics schools, digitally, at networking events, etc.)

Qualifications

- Bachelor's degree in human resources, organizational development or related field or equivalent experience, emphasis on an hourly workforce
- Experience as a Human Resources professional (12 years), engaging specialists in core HR disciplines
- A highly collaborative background, with the ability to work in partnership with all team members
- Expertise in data, analytics, and compliance as it relates to people operations
- Hospitality experience or similar industry, supporting a variable/hourly workforce
- Ability to develop creative solutions and drive effective organizational change
- Experience with large, company-wide program implementation
- Superior communication skills at the senior management level

Location & Logistics

- The role will be based in New York City at the Heyday Support Office, but will require consistent travel at least 30% of the time

Reporting

- The role will report to the Chief Operating Officer