



Chief People Officer

Talent to Team is seeking our first passionate and experienced Chief People Officer to provide strategic direction and support, directly and indirectly, to Clients in a wide range of industries. We are a small but growing mighty team excited to bring on our next rockstar!

Who We Are:

The world of work is undergoing a massive transformation and having a strong People Strategy, Employee Experience, and a set of modern HR practices are crucial to staying competitive. We are a team of experienced and empathetic People Ops & HR leaders who specialize in turning individual talent into high-performing teams.

We are hands-on and can embed ourselves as insourced members of our Client's team. Think of us as culture chameleons. We work to understand our Clients' values and create a scalable infrastructure to promote and engrain them in every People Experience, Process, and facet of their company. We bring the People Strategy thinking to the table and then execute.

We specialize in remote-first and hybrid companies who are building the workforces of tomorrow, today. We ourselves are fully remote and understand what it takes to build a functioning, engaged, and successful team in the new world of work.

We love what we do, but it's not all that we do. We are parents, entrepreneurs, pilots, and outdoor enthusiasts. The Great Resignation was a time of our Great Awakening to needing more out of life than a turn and burn culture. We set the number of hours we want to work so when we are working, we can bring the best of ourselves to the table!

If this all resonates with you, we would love to meet you!

About the Role:

As a Chief People Officer at Talent to Team, you'll be a key strategic partner to the executive teams at our client organizations, owning and evolving all things people: talent, culture, organizational development, and employee experience. You'll drive the



vision for how our clients recruit, retain, develop, and empower top-tier talent as we scale.

In this role, you will work with multiple clients at once, balancing needs and maintaining regular communication cadences. This means you will need to be able to meet with clients as needed during normal business hours and have the ability to manage parallel workstreams. *Please note, we are looking for a CPO for start up companies. This may differ from what a CPO role looks like at a large organization.

Responsibilities:

Internal Essential Functions

- Prepare and submit timecards for all work performed
- Provide Culture Checks with potential clients
- Project manage your Client accounts and serve as the point of escalation where a VP and/or PeopleOps manager is assigned with you.
- Join internal weekly meetings and contribute to internal team shared resources with content, ideas, enthusiasm, etc
- Provide guidance for the rest of the HR services team, and help to coach, mentor, and develop them
- Help develop, implement and execute internal and external training programs

CPO Essential Functions:

- Client Relations and Relationship-Building
 - Present our services to potential clients, articulating our value proposition and demonstrating how our fraction model can meet their specific needs
 - Build, own and nurture long term relationships with clients, serving as their trusted advisor
 - Proactively identify opportunities to expand client relationships by recognizing additional opportunities where our services can add value
- Client CPO Function: Actual Client Facing responsibilities will vary from Client to Client but the below are all reasonable requests and responsibilities that may be needed when you serve as a Client's fractional Chief People Officer.
 - Partner with the CEO and executive team to align people strategy with long-term business objectives.
 - Drive organizational development, workforce planning, and leadership succession.



- Serve as a trusted advisor and coach to senior leaders across departments.
- Reinforce purpose and gain buy-in throughout the organization.
- Partner with the Client's Executive team in building or enhancing the employer brand, candidate experience, People Programs, guiding principles, strategic plans, staffing needs and organizational structure, and current and desired culture.
- Identify and track key metrics; analyze data and utilize information to drive people related initiatives.
- Implement performance management and employee development programs that provide individuals with growth opportunities and promote a performance-based culture.
- Coach employees and managers through conflict, change, and growth.
- Establish mechanisms to receive and act upon employee feedback.
- Serve as a point of escalation for employee relations and general questions.
- Implement employee programs that enhance the employee experience, drive performance, and positively impact employee retention.
- Evaluate and implement competitive compensation and benefit strategies that enable Clients to attract and retain a high performing workforce.
- Lead people-side planning of M&A integrations, restructuring, or large-scale transformation efforts.
- Help lead and provide guidance through different stages and scale of growth
- Guide communication strategy for org changes and key cultural initiatives.
- Lead HR due diligence and integration efforts related to M&A activities.
- Other duties as assigned

Requirements:

- 12+ years of progressive HR leadership experience, including executive-level roles.
- Proven success in a mid-sized or scaling company (50-500 employees).
- Experience leading a company through M&A, whether it's being on the acquiring side or acquired side
- Experience with founder led companies



- L&D experience
- Understanding of different funding objectives
- Strong business acumen and ability to partner cross-functionally.
- Deep experience across all core HR domains (talent, org design, DEI, compliance, compensation).
- Exceptional communication, coaching, and influencing skills.
- HR Certification (e.g., SHRM-SCP) preferred.
- Minimal travel to clients as needed, less than 5%

Compensation and Benefits:

- Employees can set their own target hours between 10-35+ hours per week
- \$150 per hour for client billable work and projects and \$50 and hour for internal administrative work (ex: internal team meetings)
- Medical, dental and vision insurance with company contribution towards medical premiums
- Company paid Life, LTD & STD
- PTO accrual
- 401k

Preference to candidates in: CA, CO, TX, NM, MI, FL, NC, CT

We are accepting applications on a rolling basis. While we keep this position open to talk to candidates at any time, we may not always have an active role to fill.