

About us

We are a clean-tech growth-stage company that contributes to making the world more sustainable and emission-free. Our innovative power-to-gas (P2G) technology converts renewable energy and carbon dioxide into renewable methane that can displace fossil natural gas and dramatically reduce greenhouse gas emissions. The Company has won many awards around the world and most recently, we were included in the Global Cleantech Ranking of the world's 100 most innovative and promising companies whose technology will contribute to achieving the zero-emissions goal. In March 2022, we completed our Series D financing round of €36 million. Since our foundation in 2014, our international team has grown to a total of about 50 employees. Our headquarters are in Planegg, south of Munich, and we also have subsidiaries in the USA and Denmark.

Due to our continued dynamic growth, the newly created position of a

Head of Human Resources (m/f/d)

in our headquarters in Munich Planegg is opened. The Head of HR will report directly to the Managing directors and be member of the dynamic leadership team of the company.

Your tasks and responsibilities:

- Lead our HR team and development of our HR department.
- Develop Electrochaea's sustainable people and culture strategy, and oversee its implementation.
- Advise and coach management and executives on all HR-related topics.
- Further develop and optimise existing HR processes and create and implement new processes that do not yet exist.
- Focus on implementation of processes to support the current strong growth period including all processes for the recruitment, acquisition, onboarding and retention of new employees.
- Drive digitalisation of HR by selection and implementation of appropriate HR software
- Support management in the design and further evolution of our corporate culture, creating an attractive working environment for our interdisciplinary team.
- Steering external service providers for HR tasks (e.g., payroll, compensation benchmarking, consultants, trainers and coaches).

Your skills and experiences:

- University degree with a focus on human resources, business administration, law or otherwise acquired comparable knowledge.
- Approx. 8 - 10 years of professional experience, some of which in a comparable position in an international start-up environment, ideally in a technology company.
- HR generalist with experience and proven track record in all areas of modern HR work.

- Solid knowledge of German labour, tax, and social security law.
- High intercultural competence and strong communication skills in German and English (working language).
- Hands-on mentality and pragmatism - with heart and a sure eye for what is feasible.
- High motivation in building up and integrating the HR department and functions in a growth stage company and contributing to shape the future of the company.

Our proposal:

- A job with great freedom to create and design a state-of-the art HR function - grow with us!
- Short decision-making processes, flat hierarchies, and great appreciation for HR.
- An attractive salary package, subsidy for public transport costs and fitness club membership.
- Flexible working conditions with possibility to work from home office when needed.
- Fun and joy working in our young and diverse team as well as a cosmopolitan, innovative corporate culture.
- Great team events, free food/fruits and always fresh coffee and tea!

Interested?

Please send your application with CV and cover letter to jobs@electrochaea.com. Supporting documents (references, diplomas, etc.) will be requested following an initial successful interview. We will get in touch with you.