

Director, People Partner, YouTube

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[i](#) Applications will be accepted through November 22, 2022.

Note: By applying to this position you will have an opportunity to share your preferred working location from the following: **Mountain View, CA, USA; New York, NY, USA; Atlanta, GA, USA; Austin, TX, USA; Chicago, IL, USA.**

Minimum qualifications:

- Bachelor's degree or equivalent practical experience.
- 15 years of experience with HR Business Partner or executive management.

Preferred qualifications:

- Master's degree.
- 20 years of experience in HR leadership roles setting strategy, designing/executing people programs of global scope, and leading organizations through change.
- Ability to manage stakeholders and advocate change through influence.
- Ability to analyze data, understand trends, develop recommendations for action based on analysis, lead with facts, and inform with data.
- Ability to participate in strategy discussions.
- Excellent cross-functional collaboration, influencing, and problem-solving skills.

About the job [^](#)

In this role, you will be a lead People Partner at Google, providing strategic people advice and acting as a trusted advisor to the VPs across global YouTube Engineering organization.

As a lead People Partner for YouTube at Google, you'll play a role in supporting the People Operations People Strategy, identifying and delivering key people related solutions and efforts to Function Vice Presidents and their teams. You will also be helping leaders navigate workforce challenges, equity and belonging, employee health and well-being, and organizational growth and scale.

You will be the core HR partner to YouTube's Engineering Organization, led by the VP and Head of YouTube Engineering. The team builds the infrastructure and products that power YouTube. The organization delivers innovative consumer experiences and interesting technical challenges that attract industry leading talent, dedicated to providing responsible and engaging experiences and reliable service at a global scale.

Great just isn't good enough for our People Operations team (known elsewhere as "Human Resources"). We bring the world's most innovative people to Google and provide the programs that help them thrive. Whether recruiting the next Googler, refining our core programs, developing talent, or simply looking for ways to inject some more fun into the lives of our Googlers, we bring a data-driven approach that is reinventing the human resources field. You'll play an essential role advancing a more diverse, accessible, equitable, and inclusive Google through our hiring, promotion, retention, and inclusion practices.

The US base salary range for this full-time position is \$229,000-\$343,000 + bonus + equity + benefits. Our salary ranges are determined by role, level, and location. The range displayed on each job posting reflects the minimum and maximum target for new hire salaries for the position across all US locations. Within the range, individual pay is determined by work location and additional factors, including job-related skills, experience, and relevant education or training. Your recruiter can share more about the specific salary range for your preferred location during the hiring process. Please note that the compensation details listed in US role postings reflect the base salary only, and do not include bonus, equity, or benefits.

Responsibilities [^](#)

- Consult with leaders to create a comprehensive people plan to drive business strategies and outcomes and offer thought leadership regarding organizational and people-related strategy and execution. Provide insightful data to guide decision making and provide solutions.
- Solve problems and get to the root cause of issues. Design and implement solutions that cut across multiple disciplines, even those beyond people and organizational solutions.
- Provide expertise in the following areas: organizational effectiveness, leadership effectiveness, organizational transformation, workforce planning, performance management, compensation and rewards, employee relations, learning and development, recognition programs, and development.
- Work in partnership with peers in People Operations, including Googler Experience, People Development, Staffing, Diversity and Inclusion, Benefits, and Google People Services Operations to provide valuable support, programs, and developmental offerings to the Googlers in the client group.