



# Director, People Partner

Momentive.ai · United States (Remote) **10 hours ago** · 135 applicants

Full-time · Director

1,001-5,000 employees · Technology, Information and Internet

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## About the job

### What we're looking for

The Director, People Partner will develop the talent strategy and drive the execution of people initiatives to ensure business success across our COO and CTO organizations. You will partner directly with our Chief Operating Officer and senior executives across Engineering, Product, Marketing and Business Operations to solve business challenges through people solutions, collaborating across geographies. You will be a trusted advisor and partner and lead a talented and dedicated team of People Partners. You will collaborate with diverse stakeholders across the organization and build a culture that attracts and enables world class talent to have significant impact and do their best work.

This is a critical role to support the business growth and evolution while fostering a culture of diversity, inclusion, collaboration, and innovation.

### You will

- Partner directly with our leadership team to influence organizational change and transformation.
- Advise and coach leadership on people-related strategy and decisions including organizational design, resource planning, change management and compensation.
- Lead, develop and manage an existing team of People Partners.
- Build effective work relationships at all levels of the organization, influence behavior, and manage change.
- Collaborate with centers of excellence including Talent Acquisition, Total Rewards and Talent Development to execute on People Team programs and initiatives.
- Operate in a collaborative, positive and open manner— modeling key cultural drivers in your work, team interactions and relationships with leaders and employees.
- Analyze trends and metrics to develop solutions, programs, and opportunities for learning.
- Work closely with team members globally to improve work relationships, build morale, and increase productivity and retention
- Support and resolve complex and escalated employee relations issues.
- Maintain in-depth knowledge of legal requirements related to day-to-day management of team members, reducing legal risks and ensuring regulatory compliance.

### You have

- Demonstrated past success supporting complex organizations and executives, preferably in a rapidly growing tech organization across multiple locations
- Experience identifying and building strategic cross-functional partnerships across all levels of the business to understand challenges
- 8 years of relevant HR experience, with at least 5 years as a Business Partner supporting Senior Executive and/or C-level leaders. People management experience
- Analytically driven with experience working with people metrics to guide decisions
- Effective and concise verbal and written communication skills with the ability to collaborate and influence with cross-functional team members
- Demonstrated project management and change management skills
- Strong business and financial acumen with the ability to understand drivers of shareholder value and relevant business models, and how to translate these into People initiatives
- Ability to travel to our remote offices and internationally as needed

We are open to remote work, except in Colorado, NYC, and Westchester County, NY.

### Who We Are And What We Do

Momentive (NASDAQ: MNTV), maker of SurveyMonkey, is a leader in agile experience management, delivering powerful, purpose-built solutions that bring together the best parts of humanity and technology to redefine AI. Momentive products, including GetFeedback, SurveyMonkey, and its brand and market insights solutions, empower decision-makers at 345,000 organizations worldwide to shape exceptional experiences. More than 20 million active users rely on Momentive to fuel market insights, brand insights, employee experience, customer experience, and product experience. Our vision is to improve human experiences by amplifying individual voices. Learn more at [Momentive.ai](#).

### What we offer our employees

Momentive is a place where the curious come to grow and shape what's next. By embedding inclusion into our processes, policies, benefits, and culture for our 1,600+ employees across North America, Europe, and APAC, we're building a workplace where people of every background can excel.

We've won multiple Culture and Employee awards, including Comparably's Best Workplace for Women and Diversity, and received recognition for our forward-looking benefits policies, including best workplace for parents, vendor benefits standards, our annual holiday refresh, retirement benefits, and Take 4 sabbaticals.

### Our commitment to an inclusive workplace

Momentive is an equal opportunity employer and is committed to providing a workplace free from harassment and discrimination. We celebrate the unique differences of our employees because that is what drives curiosity, innovation, and the success of our business. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, gender identity or expression, age, marital status, veteran status, disability status, pregnancy, parental status, genetic information, political affiliation, or any other status protected by the laws or regulations in the locations where we operate. Accommodations are available for applicants with disabilities.