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[Hiring] People Relations Partner @Kraken.com

Apply Now

Company: Kraken.com

Location: Kraken

Category: other-general

Feb 14, 2024 - Kraken.com is hiring a remote People Relations Partner. Location: EMEA. Building the Future of Crypto

Our Krakenites are a world-class team with crypto conviction, united by our desire to discover and unlock the potential of crypto and blockchain technology.

What makes us different?

Kraken is a mission-focused company rooted in crypto values. As a Krakenite, you'll join us on our mission to accelerate the global adoption of crypto, so that everyone can achieve financial freedom and inclusion. For over a decade, Kraken's focus on our mission and crypto ethos has attracted many of the most talented crypto experts in the world.

Before you apply, please read the [Kraken Culture](#) page to learn more about our internal culture, values, and mission.

As a fully remote company, we have Krakenites in 60+ countries who speak over 50 languages. Krakenites are industry pioneers who develop premium crypto products for experienced traders, institutions, and newcomers to the space. Kraken is committed to industry-leading security, crypto education, and world-class client support through our products like [Kraken Pro](#), [Kraken NFT](#), and [Kraken Futures](#).

Become a Krakenite and build the future of crypto!

Proof of work

The team

Our People team is called the Krakenite Experience (KX) team, and our aim is to become a world leader in People Experience. We are now hiring a People Relations Partner to join our

diverse and forward thinking global company.

This role is fully remote, and we are looking for an individual who is based in EMEA.

The opportunity

Provide guidance and support to HR colleagues, business unit heads, Krakenites, and other leaders within the company on a wide range of employee relations matters, including performance management, conduct issues, and termination requests

Lead conflict resolution, coaching and feedback sessions

Conduct investigations into employee concerns and complaints, including Title VII cases, and prepare detailed reports on findings and recommendations

Contribute to the development, maintenance, and interpretation of the Company's global HR policies and practices

Ensure compliance with company policies, as well as state and federal laws and regulations related to people relations and equal employment opportunity

Develop and deliver training programs for managers and Krakenites on topics related to people relations

Maintain accurate and complete records of people relations cases, including investigation notes and outcomes

Work closely with legal counsel to ensure compliance with applicable laws and regulations

Participate in the development and implementation of HR policies and procedures related to employee relations

Responsible for identifying, reporting on, and responding to high risk/at-risk behavior in a global remote work environment

Partners with IT, Payroll, and Legal to enhance our off-boarding procedures and ensure they are seamless and secure

Skills you HODL:

3+ years of experience in a Global Employee or People Relations COE

Good understanding of local employment law with a strong working knowledge of employment regulations in a variety of international locations

Excellent communication (both written and verbal) and negotiation skills

Comfortable handling sensitive information with the utmost discretion and confidentiality

Ability to manage multiple critical priorities/projects without losing attention to detail

Willingness to work flexibly in order to provide adequate support across the company's global footprint and creative when it comes to developing and maintaining

HR protocols

Completely at ease in an ever changing fast paced ambiguous environment

Relentlessly devoted to the people experience in all things

Tech-savvy with an appreciation for privacy, security, and crypto values

Nice to have

Stellar project management skills with exceptional attention to detail and discipline to organize and prioritize

Experience working with employees and contractors

Experience working with HRIS and other HR - related software systems

Location Tagging - #EU

Kraken is powered by people from around the world and we celebrate all Krakenites for their diverse talents, backgrounds, contributions and unique perspectives. We hire strictly based on

merit, meaning we seek out the candidates with the right abilities, knowledge, and skills considered the most suitable for the job. We encourage you to apply for roles where you don't fully meet the listed requirements, especially if you're passionate or knowledgeable about crypto!

As an equal opportunity employer, we don't tolerate discrimination or harassment of any kind. Whether that's based on race, ethnicity, age, gender identity, citizenship, religion, sexual orientation, disability, pregnancy, veteran status or any other protected characteristic as outlined by federal, state or local laws.

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