



Senior Director of Human Resources

Boston, MA

Company Overview:

BlueWave Solar (“BlueWave”) is a renewable energy company founded on a mission to make solar available to everyone, everywhere. BlueWave’s proprietary fintech platform delivers innovative, high-value products and services to its partners and customers, enabling communities and consumers to choose local, low-cost renewable power. From developing high-quality solar projects that allow customers to participate in BlueWave Community Solar, to financing residential rooftop solar with the BlueWave Home Solar Loan, BlueWave empowers its partners and installers to deliver a seamless home solar solution. That’s the BlueWave vision for a cleaner planet and our energy solution for the “100%.”

We have a rapidly growing team of experts focused on growing our solar loan footprint, refining our Solar Management Platform (SMP), developing community solar projects, and forging efficient capital partnerships that enable consumers to choose local, low-cost solar power. We are constantly innovating to keep pace with the evolving energy industry, and that spirit of innovation is what drives our company’s dynamic culture.

BlueWave is a Certified B Corporation and was recently recognized as one of the fastest growing private companies in the U.S. by *Inc. Magazine* and in Massachusetts by the *Boston Business Journal*.

Position Description:

BlueWave has an immediate opening for a **Senior Director of Human Resources** reporting to the Chief Financial Officer. This HR role will be committed to partnering with all departments within the Company and work with the Chief Financial Officer to build a "best-in-class" HR organization. He/she will be people focused creating an environment where people feel valued and respected. You will support the business needs and ensure proper implementation of company strategy and objectives from a people perspective. Your goal is to promote corporate values and enable business success through human resources excellence, including management, job design, recruitment, performance management, training & development, employment cycle changes, and talent management. We are looking for a skilled individual to oversee all aspects of Human Resources practices and processes and ultimately become the Chief People Officer of the company.

General Duties:

- Drive employee engagement through refinement, maintenance and/or evolution of the BlueWave culture and establish/perpetuate BlueWave as a compelling and engaging “employer brand”
- Partner with team leaders in developing goals and strategies that increase the impact of our people across the organization
- Introduce new ways of thinking about our people analytics and drive activity accordingly to ensure we focus on aspects that make real differences to current and future goals from a people point of view

Specific Responsibilities:

- Introduce new and/or improved methodologies for attracting, assessing, selecting, rewarding and developing a strong and diverse talent pool

- Develop and implement HR strategies and initiatives aligned with the overall business strategy
- Bridge management and employee relations by addressing demands, grievances or other issues
- Support current and future business needs through the development, engagement, motivation and preservation of human capital
- Develop and monitor overall HR systems, tactics and procedures across the organization
- Nurture a positive working environment
- Oversee and manage a performance appraisal system that drives high performance
- Maintain best in class compensation and benefits programs
- Assess training needs to apply and monitor training programs
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout human resource management
- Coordinate company equal opportunity programs to achieve diversity goals
- Oversee the design and development of compensation strategy and programs
- Evaluate company culture and provide recommendations on changes to accomplish company goals and objectives
- Evaluate procedures and technology solutions to improve human resources data management
- Develop and manage annual budgets for the department and perform periodic cost and productivity analyses
- Serve on planning and policy-making committees

Required Qualifications/Skills/Education:

- Substantial (8+ years) People Operations leadership experience, particularly building and scaling high functioning teams in a fast-growth environment
- BS/MS degree in Human Resources or related field
- SHRM or HRCI certification
- Able to partner with and influence all levels of the organization through trusting, respectful, and highly communicative relationships
- A strong voice at C-staff level in the organization, advocating for programs and driving solutions that align with business goals
- A keen eye for data and driving a culture of assessment and analytics among the organization
- People oriented and results driven
- Demonstrable experience with human resources metrics
- Knowledge of HR systems and databases
- Ability to architect strategy along with leadership skills
- Excellent active listening, negotiation and presentation skills
- Competence to build and effectively manage interpersonal relationships at all levels of the company
- In-depth knowledge of labor law and HR best practices

Other Desired Attributes:

- A strong intellect with excellent interpersonal skills, good judgment, sound business sense and self-confidence to make a decision
- A quick study with a high level of energy and commitment drive and ambition

For further information please contact Managing Director of External Affairs, Mark Sylvia
msylvia@bluewavesolar.com