

Director of People

Who we are.

Demand for critical minerals to power the energy transition is growing exponentially. Yet, we know mining deeper and broader, and building landfills higher and wider, works against our fight to save the planet. At Nth Cycle, we see the path forward. We believe all the critical minerals needed for the energy transition are already in circulation today. We just didn't have a clean, profitable way of retrieving them, until now.

Nth Cycle is a metal processing technology company. Our electro-extraction technology helps battery recyclers and miners capture more critical minerals—for use in lithium ion battery manufacturing, among other things—while dramatically reducing costs and emissions. We are the heart of metals processing; we are the crucial step that profitably separates critical minerals from other elements, transforming them into production-grade feedstocks for the energy transition.

We recently closed a \$12.5M Series A funding, won second place at TechCrunch Disrupt, and just moved into a new 1,200 sqft facility outside Boston.

Our Culture.

You won't find another team like ours. We believe in open, honest communication, and enjoying our work while changing the world. We work quickly but with intention—we've scaled our technology in size 100x in the past year. We're mission-oriented and think big—we're focused on reducing *gigatons* CO2 emissions from the atmosphere by 2050. And we value the perspectives and opinions of our colleagues while pushing each other to excel.

We're a dynamic team looking for a new team member who's also passionate about addressing climate change and advancing the clean energy industry. Consistent with our commitment to diversity & inclusion, we value colleagues with the ability to work on diverse teams and with a diverse range of people.

If this is you, keep reading.

Position description.

Nth Cycle is looking for a Director of People who will partner closely with all teams across our growing organization. The focus of this role is to assess, coach, and influence the business as we scale and evolve to enable our teams to accomplish amazing things. **At Nth Cycle, our culture shapes who we are and how we operate. We need someone who is just as passionate about the culture as they are about their core responsibilities as an HR Leader.** The ideal candidate is a builder -- Someone who can come in with a willingness and an ability to build People Operations and Programs from the ground up. You will own and heavily influence everything from career mapping and performance management programs, to bonus & incentive planning and employee onboarding/offboarding.

This role will report to the CEO. This role can be remote and flexible, but success will likely require willingness to spend time in the office at least 3 days per week.

Key responsibilities and accountabilities.

- Plan, organize, and manage all of Nth Cycle's people functions including:
 - Recruiting, hiring and retention
 - Employee onboarding, development, training and growth of all employees
 - Corporate employment policies and compliance requirements
 - Compensation and benefits strategy and execution
 - Steward Nth Cycle's commitment to health, safety, wellness, diversity, and inclusion
- Consistently embody Nth Cycle's company values
- Maintain a deep understanding of the business and culture inside and out so that you are able to provide strategic people partnership to the business leaders and the teams you support
- Partner closely with the broader Operations team (Engineering, Finance, Legal, etc.) to ensure our people operations programs, processes, and systems align with our culture and business goals and manage risk appropriately
- Act with the employee experience top of mind, continuously seeking feedback, inefficiencies, and maintaining business relationships based on trust and respect
- Partner with Nth Cycle's Management Team to resolve employee relations issues; provide coaching and counseling to management and staff; collaborate with legal counsel on issues as appropriate

Qualifications and experience.

Qualified candidates will possess a strong combination of the following:

- 4+ years of experience in HR/People and Culture setting
- 2+ years in an Leadership role, managing a team of direct reports
- Track record of working collaboratively to anticipate future needs and solve current problems
- Strong organizational and communication skills
- Impeccable ethics and discretion
- Experience owning HR Operations in a high-growth, fast paced startup environment
- Well versed in various leave policies, such as FMLA, Parental, and vacation
- Analytical expertise; proficient with data-driven analysis as it relates to HR/People
- Exemplary communication ability, both verbal and written, with the ability to effectively influence
- Ability to travel on occasion
- Ability to come into the office a minimum of 3 times per week

Closing Statement.

Consistent with our commitment to diversity & inclusion, we value people with the ability to work on diverse teams and with a diverse range of people. We especially encourage members of traditionally underrepresented communities to apply, including women, people of color, LGBTQ people, veterans, and people with disabilities.

We know the right candidate might not check every box in this job description. You could also have important skills we haven't thought of. If you think you're a great candidate for this role, apply and tell us why. To apply, send us a resume and a few sentences about why you are interested in this position and what you bring to the table. We're looking forward to hearing from you.