

## Verodin Job Posting – Director of Human Resources

### Who We Are

Verodin is reshaping how organizations measure, manage and improve cyber security effectiveness. Evangelizing a technology movement takes more than just a good sales pitch. As a team, we obsess over helping our customers:

- Assess their current state and expose true security gaps
- Establish a means to measure security effectiveness and demonstrate improvement over time
- Realize the maximum potential of existing security investments
- Raise the bar for the entire security organization

If you're passionate about being part of a huge shift in the cyber-security industry, have the core competencies outlined below and are looking to join a team on a mission, Verodin is the place for you.

### The Team and The Role

The Operations team supports all aspects of Verodin. All team members must take ownership of their role within the organization, as well as a willingness expand their responsibilities when necessary.

This is a new position within the organization, reporting directly to the Chief Operating Officer, located in Northern Virginia. The Director of Human Resources will have a unique set of responsibilities and guide the Company through complex HR issues within a fast-paced growing technology company. You will be an integral business partner, providing direction and executing on key people-related initiatives.

Job responsibilities include:

- **Business Strategy:** Improve effectiveness and drive future organizational development to maintain a high performing, innovative and impactful workforce. Collaboratively work with the Management Team to execute the company's long-term vision and key people initiatives.
- **Compliance and Policy:** Ensures regulatory compliance (federal and state) with all EEO and Employment Laws, reducing legal risk due to employment matters. Develops, recommends, and implements HR policies, guidelines, and procedures.
- **Talent Attraction, Selection and Retention:** Oversee the recruiting function and handle all employee relations matters. Manage and resolve complex employee relations issues, including conducting effective, thorough and objective investigations. Oversee our performance management program to help promote excellence, improve employee effectiveness and drive business outcomes.
- **Culture:** Promote Company values and ensure that programs, processes and policies are aligned with our core beliefs and mission. Improve the collection and use of people-related data to aid in better decision making; develop key metrics to measure employee happiness, performance, engagement and retention.
- **Training and Development:** Build scalable professional development programs that aid in growing our team's capabilities and drive employee retention. Drive solutions to make our managers better

leaders; provide coaching and feedback to our existing leadership team. Develop programs that prepare high-potential employees for future leadership roles.

- Compensation and Benefits: Analyze existing compensation packages and plan future comp plans; benchmark our current benefits package, and strategize for additional benefits as we scale.

Required qualifications include:

- Bachelor's degree in related field with 8+ years of HR experience. Technology Industry and start-up organization experience preferred. HR Professional certification a major plus.
- Must have a good executive presence and demonstrate the ability to create organizational value, identify strategic priorities, and deliver results.
- Must be self-motivated with an energetic, results-oriented and customer-focused style, coupled with strong planning and organizational skills.
- Ability to prioritize workload and the flexibility to manage changing priorities based on department and company needs with diplomacy.
- Must have strong verbal and written interpersonal skills and ability to communicate with staff members of all levels. Ability to partner and collaborate with external professionals.
- Strong computer skills working with Microsoft Office and experience with HR management software solutions.

We offer a comprehensive compensation package that includes a competitive salary, benefits, PTO and potential for equity.

To apply for this role, please send your CV/resume and a detailed cover letter describing why you're a fit to [careers@verodin.com](mailto:careers@verodin.com).

Verodin is an equal-opportunity employer.