



**Nitricity Inc.**

## **Nitricity Role – Head of People**

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### **Company Overview:**

Nitricity is a startup decarbonizing one of the largest chemical industries in the world, and we are looking for your help.

The bedrock of modern agriculture is the production, distribution, and application of the essential nutrients found in fertilizers. However, nitrogen fertilizer is currently made in coal- and gas-fired facilities located hundreds to thousands of miles away from farmers who need it. The \$120B industry is responsible for as much as 6% of global CO<sub>2</sub>eq emissions. Nitricity Inc. has developed a breakthrough technology that produces fertilizer using air, water, and renewable electricity. Growers will have access to a more reliable, low cost, and environmentally friendly fertilizer supply. Nitricity's vision has won awards through Stanford, Berkeley, MIT, Caltech, ASU, Forbes, and more. We are building a world-class team to help us turn this vision into a reality.

### **Position Description:**

The Head of People will be a key role in the development of scalable processes that support the company's mission and values. This position will be responsible for setting, enforcing, and evaluating legally compliant HR policies, procedures, and best practices, as well as identifying and implementing long-term strategic talent management goals. The near-medium term focus of this position will be on updating the company handbook, developing practices to ensure compliance, and implementing an efficient hiring cycle to support our rapid growth trajectory.

### **Responsibilities:**

- Develop and implement an efficient and effective hiring process, including sourcing, interviewing, vetting, and onboarding.
- Maintains knowledge of laws, regulations, and best practices in employment law, human resources, and talent management.
- Establish policies and practices to ensure compliance with employment, benefits, insurance, safety, and other laws, regulations, and requirements.
- Take on a leading role in promoting an exceptional company culture.

### **Required and Preferred Qualifications:**

- Bachelor degree, advanced degree in related field preferred
- 5+ years experience in Human Resources, 3+ years in management *strongly* preferred
- Experience in HR/Recruiting systems and scaling processes
- Strong compliance and regulatory knowledge
- Outstanding written and verbal communication skills
- Outstanding interpersonal and conflict resolution skills
- Experience in an early-stage startup preferred
- Professional certification preferred
- Familiarity with Gusto, G Suite, Notion, & Slack preferred



## **Nitricity Inc.**

### **Benefits:**

- Oscar + Cigna Gold PPO health insurance
- Guardian with Adult Orthodontia dental insurance
- 3 weeks paid time off
- 7 company holidays and 2 floating holidays
- Flexible WFH-in person hybrid
- Competitive salary and equity package

### **Location:**

Nitricity's headquarters at 3450 3<sup>rd</sup> St., San Francisco, 94124 with quick access to downtown, the airport, Caltrain, and Interstate 280. Strict COVID-19 policies must be followed at all times.

**Please submit a brief cover letter and resume to [careers@nitricity.co](mailto:careers@nitricity.co)**

Nitricity Inc. is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, sex, genetic information, sexual orientation, military and veteran status or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.