

People Operations Manager

Help restore nature by focussing on people and people processes

Dynamic role in international company

Full time position; Amsterdam

This is us

Land Life is an international company with fun people working towards one main goal - to restore the world's 2 billion hectares of degraded land by planting trees in the best possible way. There is no greater tool than a tree to remove carbon from the atmosphere, revitalize nature and tackle climate change. By applying technology every step of the way, we are able to increase the scale, efficiency and transparency of our projects. We collect extensive data on our plantings with drones and artificial intelligence to monitor tree health and develop planting algorithms, which helps us constantly improve each time we are in the field.

We offer smart reforestation and we work with our customers, universities and partners to plant trees around the world - revitalizing ecosystems, improving biodiversity and benefiting local communities.

Together, we create impact you can see.

Sounds like something you want to be a part of? You can find information about Land Life on our [website](#), also for even more of taste of our work, check our manifesto that you can find at our [LinkedIn profile](#).

This is the role

Land Life is young and grows fast and the need for clear, shared practices and more support to managers is increasing. We aim to build best in class People & Culture practices to keep our Land Lifers happy and effective. This is where you come in!

As a People Operations Manager you will work together with Hester, The People & Office Support Officer and Danielle, the Head of People & Culture whom you report to. You contribute greatly to the employee journey experience by working on several key people and culture related-topics. You set up new practices, advise, coordinate recurring operational people related processes, digitalize processes and sometimes need to dive into complex matters. You contribute to the development of our people's strategy and that will be the base from which you work and make your improvement plans. The work requires you to be able to both work on an abstract level and to care of details.

The diversity of the role and the dynamics of the organization offers ample opportunities for you to develop, in both the soft and hard aspects of the profession. Another big plus of this



role is that you will be in touch with most of the other Land Lifers (about 70, 14 different nationalities).

A large part of the work entails all of the different countries in which Land Life is based (currently 3, expanding soon), part of it only the Netherlands. You will be based in Amsterdam and will travel occasionally to another Land Life location.

These are the key responsibilities

-  Set up recruitment framework, coordinate vacancies and ensure a positive candidate experience, train hiring managers and be involved in interviews of senior roles
-  Improve, check and digitalize administrative processes and formats (salary administration, on/offboarding, international employment matters) and support the people & office support officer in the execution of these processes
-  Advise employees on individual employment matters
-  Set up and coordinate the execution of an occupational health & safety plan
-  Improve and update employee manuals
-  Set up and continuously improve an introduction program
-  Coordinate regular employee surveys including the plans of action
-  Actively signalize obstacles to and look for opportunities to improve employee experience

Since Land Life is developing fast, the above mentioned list is therefore not fixed. Part of the focus areas will change through time.

This is you

You recognize yourself in most of the following:

You have a Bachelor's degree and at least several years of relevant work experience, preferably in a People & Culture (or HR) role that includes recruitment and people admin processes. Your English is fluent, as is your Dutch. Spanish is an asset. Colleagues trust you because you combine empathy, analytical skills, thoroughness and pragmatism. You are an optimistic and energetic person with a growth mindset. You work independently but know very well when to align or ask for help. You are not afraid to roll up your sleeves as accomplishments make you happy. You embrace technology. And last but certainly not least: you are businesslike, but you always mind the human measure.

This is our offer

The People Operations Manager will co-create the base for Land Life's People & Culture practices in many aspects of the profession. This offers great opportunities to make an impact on the way we work and to develop with the business.

The salary will depend on your level of experience and the competences you have already acquired, but expect a salary that is in line with the market. In this role you can grow to a salary of at max 6k gross per month.



Our office is at a location near the Oosterpark in Amsterdam, where we -in addition to working hard- enjoy our (free) lunches and regular get-togethers. You get the ability to join a fast growing reforestation company with international, smart and engaged colleagues.

This is how you apply

Please submit your application to d.eggen@landlifecompany.com. Interviews take place on a rolling basis. Please be advised that without a cover letter we will not consider your application. If you apply via LinkedIn, please send your cover letter separately.

The application process consists of a brief telephone call to clarify first questions from our and your side, two interviews -of which at least one in our office- and a reference check.