



Director of People & Culture

People have been talking about a better energy future for a long time. Peak Power is building it.

We are unleashing the power of machine learning on the electricity sector, tackling the most difficult problems in energy markets and the built environment. We've done this by developing a proprietary software that predicts the most expensive hours of peak demand for both utilities and building owners. This software then optimizes the operation of distributed energy assets like battery energy storage and electric vehicles for the benefit cities and the electric grid.

We are proudly headquartered in Toronto, Ontario, and have offices in Boston and New York.

Why work with us?

What we are doing is hard, but since when has anything worth doing been easy?

We are focussed on solving problems that impact energy markets both locally and around the world. We are an exciting, growth-stage, clean technology company that has partnered with major names in the real estate, electricity, and smart cities spaces. At this stage, we are actively expanding to global markets and are looking for people with diverse backgrounds, skills, perspectives, and abilities to join us in our growth journey, and to progress alongside us.

To work with us is not only to work with an exciting company, but to also be on the cutting edge of the global transition to distributed, clean, and carbon-free energy.

Who we're looking for

Peak Power is scaling rapidly. To help us in our current and future growth, Peak is looking for a Director of People & Culture who will be a pivotal team member who will establish lead Peak's organizational development capabilities and help us scale globally. The role will be responsible for a wide spectrum of responsibilities across the human-resources function, including but not limited to hiring, HR policy and processes, maintaining employee records, and establishing benefits programs. The Director of People & Culture will play a critical role in the company's growth, as they will also be responsible for nurturing and maintaining Peak's company culture.



What you'll be doing

The essential responsibilities of the role will include:

- Establish practices on all aspects of Human Resource Management
- Support Peak's strategic objectives by working with management and across departments.
- Development of an overall HR business plan with measurable objectives
- Be a champion of company culture, advocating for the elements that make Peak a great place to work
- Build out a recruitment function that supports Peak's hiring objectives
- Handle employee relations issues and work with managers to educate them on best practices
- Develop a performance management structure and cadence
- Support learning and development initiatives across the company
- Build benefit programming relevant for the Peak employee demographic
- Lead organizational development initiatives as Peak continues to scale
- Develop and implement human resources policies and processes compliant with relevant laws and regulations.
- Report to senior management by analyzing data and using HR metrics

The ideal candidate would bring

- A Bachelor's degree in Human Resources or related field. A Master's degree would be considered an asset.
- Strong people skills.
- Knowledge of relevant labour laws and regulations.
- 7+ years of experience in Human Resources, with experience in growth-stage technology or clean-tech companies considered an asset.
- CHRL designation, or related HR designation, would be considered an asset.

Peak Power is an equal opportunity employer. We welcome people of different backgrounds, experiences, abilities, and perspectives. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Location

Toronto, ON

Status

Salaried- Exempt

Job Type

Full-time