**Company Name**

we are a digitally native, vertically integrated direct 2 consumer brand that provides high quality, natural, beautifully designed oral care products @ affordable prices on a subscription basis. That's a pretty long sentence, we know. We do that by building a brand that is young, vibrant and engaging while cultivating a fanatical fan base with word of mouth tactics. The current incumbents do not have relationship with their customers and overly depend on broadcast advertising, this is where we come in and kick their asses. ( Just kidding, we love them too)

Our vision is big. To dominate oral care, own your entire bathroom & build a world class lifestyle brand for personal care CPGs. And we hope while doing this, we could also contribute back to the society with our social mission.

We are about to close a multi-million dollars A round funding.

**Our Culture**

We currently have a small team of 5 with another 2 members that's based in UK and US. I'm trying to build a culture whereby there isn't any hierarchy in the system, 0 politics, everyone has a voice and anyone could be successful. We eat, party, work and get silly together, we are more like a family then colleagues. So you are not my employee, you are my partner and friend unless you don't like me. We are a company that values doers over talkers, mentors over managers.

I'm from the post 80s and I strongly believe this company should be run by the post 90s for the post 90s. This is very similar to fitness Keep-自由运动场 app culture, in 3 years they have grown to over 150 men and over 30 million in monthly active users and its all run by post 90s. There are some brands in which we have taken an interest on like in the West, Warby Parker, Dollar Shave Club, Harry's Razor, Caper Mattress 喜茶，三只松鼠， 江小白， 卫龙辣条 in China.All these consumer brands made it hugely popular over the last few years and each had its own story, we are striving to be the next successful consumer brand in China with our unique own story and you can be part of it.

**Position Title 1**

People Operations/Human Resources Manager (full-time)

**Description of Role**

You ll be the founding member of our People Ops team! In this role you'll work closely with our CEO and Leadership Team to ensure Hippo&Crate is a place where team members can do their best and most rewarding work. You ll develop and oversee Hippo&Crate's strategy and processes related to recruiting, retention, performance management, training, compensation, and employee benefits.

Here at Hippo&Crate, talent and employee happiness are huge priorities.

As our first Hippo&Crate hire, you ll have the opportunity to define our talent and people development strategy, including:

· Creating and executing on a talent acquisition strategy

· Being the lead thought partner with our VPs and Managers to build and scale teams

· Defining employee development, retention and training programs

· Determining compensation and managing payroll

· Creating and maintain career tracks

· Designing, analyzing, and affecting change with our quarterly company-wide pulse survey · Maintaining HR record keeping requirements and compliance

·Helping shape our company culture to help every employee be their happiest and do their best work every day

**Qualifications**

This ideal candidate:

· Above all else, values empathy when supporting and interacting with team members

· Has experience in People Operations or Human Resources

· Has 3+ years of experience in management consulting, or similarly analytical background

· Likes thinking big picture and defining strategy, but also loves getting their hands dirty to make those grand ideas a reality

·Is highly organized and meticulous - nothing gets by you and you pride yourself on the work you do

· Is trustworthy - you will be handling sensitive/confidential information

· Has a highly analytical skill set

· Is excited about working in a high growth, constantly changing environment

**Your Job**

You must be willing to flip, turn, spin, and even go through wormholes to get things done. We dont give up and we dont set boundaries for you, this is your starship and we will let you navigate. We encourage you to shape your own role in the company, take risk and explore, we are not a Fortune 500 company, at least not yet, and so, there are no hardcoded antiquated rules and processes. We break things, work fast, fail and try again, you need to be able to embrace the beauty amidst all these chaos and laugh it all off at the end of the day when it seems the sky is falling. One of the coolest thing being part of the Chinaccelerator program is that we have access to over 250+ industry world class mentors and advisors, so you are not alone, we never walk alone.

Our team is ambitious and passionate, the environment is fun and relaxed but we get shit done that makes a difference. Trust me on this, when I said I want to make our working place as cool as possible.

**Language**

Native Chinese and conversational English

**Additional Information**

* Location: Jingan Temple, Shanghai
* Start Date: ASAP

**Apply**

* Please send your resume to [cornelius@hippoandcrate.com](mailto:cornelius@hippoandcrate.com)
* Call 18817523936 if you have any question