

AENU is looking for a

Director People & Culture

Full or Part-time, Flexible Hours

About us

AENU drives systemic transformation in venture capital towards impact, accessibility and stakeholder-alignment, with long-term investment for tech-entrepreneurs who solve the climate crisis and advance social equality. You can find out more about us on www.aenu.com.

Why join?

We are at a critical time in our history. Climate change has become the biggest threat to our planet and future generations. Social injustice and inequality are increasing.

We are looking to create an enormous positive impact on the planet and society, turning the challenges we are facing into an opportunity to create a better future.

We are looking for a People & Culture rockstar who is driven by creating a positive impact, who is seeking for a job with high responsibility in a flexible, international, and welcoming work environment, who has previous experience in recruiting, developing, and retaining talent, who has a profound understanding of how important the right people are to achieve a mission, and who simply wants to support our transformational mission and make a difference.

Your Responsibilities

- Develop our People & Culture strategy, including all initiatives that support the long-term vision and build-up of AENU's team
- Develop and manage scalable HR policies/procedures and work as a strategic partner with our executive management team
- Responsibility for all People-related matters such as talent acquisition, onboarding, retention, staff wellness, employee development, culture
- Develop a solid learning and development approach with focus on effectiveness, career development and outstanding employee experience
- Assist our portfolio companies in people & culture-related matters in talent strategy, acquisition, development, and retention

Qualifications & profile

- Working experience in HR/People-related roles, preferably within the venture capital or startup ecosystem in Europe
- Deep knowledge of how to build great teams



- Independent, solution-oriented thinker and worker, team player with an entrepreneurial, creative problem-solving and self-starter mindset
- Ability to work and prioritize effectively in a fast-paced environment and manage many parallel tasks
- Excellent and empathetic communicator (written and verbal) with diverse target groups
- Driven by developing and creating new solutions, standards, and processes
- Mission alignment on impact and sustainability that can be seen in behavior and action
- Full professional proficiency in English

Your package

- Competitive salary plus carried interest participation
- Possibility to work from home or in a co-working space in Berlin
- Opportunity to work with an amazing international team striving to create an enormous impact for the planet and society as well as in the investment and startup community
- Access to a strong established network in the startup, venture and impact tech ecosystem
- Embark on a new adventure where your personal and professional growth go hand-in-hand, unlocking your full potential to contribute to the systemic transformation towards impact-capitalism

Equal opportunity employment

AENU is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Further information:

Job type: Full-time or part-time (80%), with flexible hours, starting in Q3-Q4 2022

Location: remote in Europe or Berlin, Germany (valid EU work permit necessary)

Apply now: Send your CV to join@aenu.com (without any personally identifiable information, inc. picture, name or birthdate). Additionally, answer the following questions (max 200 words each):

- (1) what is your personal impact thesis?
- (2) propose 1-2 ideas on how Pirate Impact can become one of the world's best employers, and
- (3) what is your top winning strategy to support impact tech startups in attracting top and diverse talent?

Incomplete applications will not be considered.