



Job title: Manager: Acquisition and People Operations

About the role: We're looking for a people's person who can lead strategic sourcing and talent management for Mool. Apart from meeting talent acquisition targets, you will be overseeing policy and procedure execution across the employment lifecycle and serve as the culture champion for Mool.

As the Talent Acquisition POC for Mool, your responsibilities will include sourcing candidates through various channels, planning interview and selection procedures and hosting or participating in career events. To be successful in this role, you should be able to develop long-term recruiting strategies and nurture trusting relationships with potential hires.

Ultimately, you will help create strong talent pipelines for our company's current and future hiring needs. You will also play a critical role in building and sustaining a positive, engaged work environment.

If building strong teams, hiring the best talent with the right dynamics and fostering a result oriented, performance driven culture are your top skills, you are at the right place.

About us: Mool is an all-in-one financial app where you can save, spend and invest your money with confidence. We understand that everyone deserves a good relationship with their money and growing your wealth should not be a difficult process. To help you gain financial freedom, we bring together champions of the financial service industry to champion you with best-in-class products.

Our ideal candidates will have the following qualities:

- Have at least three (2) years as an Talent Acquisition Partner in a tech startup and 4-7 years of overall HR or related work experience
- Possess advanced knowledge and skills in multiple HR functions including: acquisition, org design, organisational effectiveness, compensation, benefits, employee relations, and talent management
- Has extensive experience working with high-performance technical teams and ability to create a culture based on those best practices
- Is an excellent people manager and has built strong relationships and trust with others.
- You believe in creating an extraordinary people-first culture
- You have a strong vision and ability to figure out the ideal team size and structure to build the right team to reach 1 million customer in 12 months

Roles and responsibilities:

- Be responsible for solving the talent acquisition requirements at Mool. This includes sourcing candidates through various channels, assessing candidate information, including resumes and contact details, planning interview and selection procedures, including screening calls, assessments and conducting in-person interviews



- Design job descriptions and interview questions that reflect each position's requirements and coordinate with different departments to understand their work and resource requirements
- Lead employer branding initiatives
- Create and facilitate organisation steps in partnership with Leadership to sustain a positive organisational culture
- Develop HR plans and strategies to support the achievement of the overall organisation's operation objectives
- Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of the goals
- Develop and implement comprehensive compensation and benefits plans that are competitive and cost-effective
- Create and maintain an open and transparent environment that values speed and innovation, motivates teams to build innovative and effective people practices rapidly

Benefits and perks:

- Best-in-industry salary package
- 24 vacation days - no questions asked!
- Flexible working hours and No work weekends
- Industry leading Medical Plans
- ESOPs
- Energetic team that will always have your back
- Absolute freedom to do your best work

Interview process:

Interested candidates are expected to share their latest resume and a cover letter to talent@mool.one

We love keeping it short and quick. As soon as you submit your application, we'll get back to you within 3 working days on the next steps. If your initial application looks like a fit, someone from our team will get to know you better over a quick call.

If you get shortlisted for the next round, you may receive a challenge (that you can work on remotely) to assess your technical fit for the role. As the last step in the process, we will invite you to our office or remotely schedule calls to meet the team, chat with our co-founders, and collaborate on a live problem statement. The entire process should take between 7-10 days.

Good luck!