



TITLE: DIRECTOR OF TALENT ACQUISITION
LOCATION: San Francisco, CA
REPORTS TO: Executive Team (CEO, COO and CFO)

THE OPPORTUNITY:

hint® water is seeking an experienced and energetic HR professional to support our exponential growth. The Director of Talent Acquisition will align our recruiting strategy with organizational and employee development goals and objectives. This individual is a key business resource dedicated to providing structure and strategy to our hiring processes, providing input to both management and employees. We're looking for an innovator; collaborative, business-focused talent to join our team - not as a support function, but as a true partner to the business. The ideal candidate will contribute at both hands-on and strategic levels to cultivate an amazing and innovative company culture as we scale. This is a full-time role located in our San Francisco office

You will report to our Executive Team and work in partnership with hiring managers from our sales, marketing and operational teams, located in our San Francisco and New York offices, as well as in the field across the country.

Key Responsibilities Include:

- Support our leadership team in planning our organizational structure as we grow
- Identify current and future hiring needs, challenges and action plans
- Support our hiring managers in all components of defining hiring needs – both current and future -- and then attracting, developing and retaining talent
- Identify strategies for engaging and closing the best candidates
- Develop and implement standardized recruitment strategy and initiatives to meet organizational objectives
- Recommend compensation, benefits and recruitment/retention strategies to the leadership team. Help us build and sustain a culture that will inspire and motivate our employees while achieving desired business outcomes.
- Source, screen, interview and recommend top talent for mid-level through senior positions
- Coordinate interview processes, ensuring that interviewers are prepared and candidates have a positive experience with our company. Provide interviewer training as necessary.
- Manage recruitment budget and relationships with outside agencies or recruiters

WHO ARE YOU?

- An experienced HR generalist with 5-7 years of experience
- An organizational leader with strong business acumen
- Display a proven ability to understand strategic organizational issues and offer effective solutions
- Comfortable operating in a fast-moving, flexibly organization
- Experienced practicing balanced HR decision-making while managing business problems
- Highly flexible, adaptable and hands-on
- Offer a proven track record as a team player, collaborator, coach and facilitator

Minimum Qualifications:

- Experience scaling up a growing company
- Strong business awareness and savvy; be able to understand our business and how each role will impact the entire company
- Entrepreneurial spirit and "can do" attitude"; ability to roll up your sleeves and get stuff done!
- Excellent working knowledge of benefits, compensation, employee relations, performance management, and compliance
- Solid understanding of federal, state and local laws and compliance requirements pertaining to human resources
- Skilled proficiency with the Microsoft suite (Word, Excel, PowerPoint, Outlook)
- Bachelor degree required; Advanced degree strongly preferred or equivalent experience

WHO ARE WE?

hint® water is a refreshing alternative to sodas, juice and other sweetened drinks and it tastes great! We are on a mission to help the world live a healthy lifestyle, both by offering our all-natural products for consumption, and by supporting other healthy initiatives. Apparently, we have struck a chord, and our water is popping up in all sorts of places such as Time Magazine, the Academy Awards, on *Grey's Anatomy* and in the hands of fans such as John Legend, Steven Spielberg and Charlize Theron. **hint** was named one of the "15 Startups You Need to Know for 2015" by Forbes.

Founded in 2005 by former AOL Executive and Award Winning Entrepreneur Kara Goldin, **hint** has expanded to over 15 delicious flavors of **hint**; 6 flavors of **hint fizz®**, a line of unsweetened sparkling water; and 3 flavors of **hint kick™**, which marries the same delicious fruit-kissed water with a light touch of caffeine! Our latest game-changer, **hint sunscreen**, brings 30 SPF with no parabens or oxybenzone – offered in 3 delightfully fruity scents. The leader in flavored essence water, hint waters can be found in fine grocery and retailers across the United States such as Whole Foods, Andronico's, Safeway, The Fresh Market, Starbucks and Bristol Farms. **hint** can also be purchased online at www.drinkhint.com and Amazon.com.

The idea behind **hint** is simple: pure water, nature's original refreshment, accented with natural flavor. No sugar, no diet sweeteners. EVER.

HINT, Inc. is headquartered in San Francisco, California.

www.drinkhint.com

If this sounds like you, please send cover letter and resume to Julio at julio@drinkhint.com

Please include "Director of Talent" in the subject line – thanks.

We look forward to meeting you.