

Chief Human Resource Officer (CHRO)

About Us:

At A Level Alliances LLC, we're not just imagining the future of retail and workspaces—we're building it. Through **phygital spaces** and our **5th Wall Retail** concept, we're redefining how communities and businesses connect by blending the digital and physical worlds. Our mission is to transform community spaces, support entrepreneurial growth, and create environments that inspire. And to make this vision a reality, we believe our people are the most important asset.

We're looking for a **Chief Human & Resources Officer** to join our leadership team at the ground level. In this role, you'll be leading **1 CEO and 8 C-level executives**, shaping a people-first culture that's essential to our growth and innovation.

About the Role:

As the Chief Human & Resources Officer, you'll be a key force supporting ALA's visionary projects, including the **3rd Space** business model and **5th Wall Retail's Fusion Space** concept. You won't just manage HR functions—you'll be the architect of our people strategy, ensuring that every member of our team embodies the company's values and that our workforce reaches its full potential.

If you thrive in a fast-paced, innovative environment where challenges meet opportunities, and you're ready to help build something extraordinary from the ground up, this role is for you.

Key Responsibilities:

- **A Level Ideology:** Our mission is for every individual, whether they work in our headquarters, stores, production facilities, or the field, to serve as a role model in both professional and social environments. Every employee should positively contribute to their community and set an example for others. Your primary responsibility, together with the team you build, will be to harmonize the company's vision with the greater good of society, creating unity between our business objectives and societal benefits. We call this the **A Level Ideology**. Together with the CEO and the leadership team, you'll ensure this ideology thrives within the company.
- **Executive Leadership & Team Building:** Oversee the recruitment and onboarding of ALA's leadership team, including **1 CEO and 8 C-level executives**, ensuring our leaders not only have the skills but also align with our mission.
- **Recruitment & Onboarding:** Lead efforts to attract top talent who share our vision for the future of retail and workspaces. Manage the entire hiring process, from sourcing to onboarding, ensuring new employees seamlessly integrate into our people-first culture.
- **Talent Development:** Design and implement dynamic training and development programs that foster creativity, leadership, and skill-building across the company. You'll help shape the next generation of ALA's leaders.
- **Employee Relations:** Be a trusted advisor to both leadership and staff, cultivating a positive workplace where employees feel valued, heard, and supported.

- **Culture Building:** Foster a company culture rooted in innovation, collaboration, and empowerment. Ensure our values and business goals are reflected in every aspect of the employee experience.
- **Policy & Compliance:** Develop and communicate HR policies that align with ALA's inclusive culture while ensuring compliance with labor laws and regulations.
- **Performance Management:** Lead the development and management of performance evaluation systems that encourage growth and continuous improvement.
- **Compensation & Benefits:** Oversee the design of competitive compensation packages, wellness programs, and benefits that align with ALA's sustainability goals.

About You:

- **People-Centered Leader:** You genuinely care about people and are passionate about building teams that thrive on trust, collaboration, and creativity.
- **Strategic Thinker:** You excel at aligning HR initiatives with broader business goals to ensure both the company and its people succeed.
- **Communication Champion:** You're a natural communicator, fostering open and transparent dialogue between employees, leadership, and partners.
- **Problem Solver:** You approach challenges with a proactive mindset, offering solutions that enhance both the employee experience and business outcomes.
- **Adaptable & Agile:** You thrive in fast-paced, dynamic environments and embrace change with ease.

Qualifications:

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- Proven leadership experience in HR, ideally within a fast-paced or growing company.
- Expertise in talent acquisition, leadership development, and building company culture.
- Exceptional interpersonal and communication skills, with the ability to engage with stakeholders at all levels.
- Familiarity with HR software and systems (HRIS) is a plus.
- SHRM-CP, SPHR, or similar certification preferred.

Why Join A Level Alliances?

At ALA, you'll be joining a team at the forefront of redefining the future of retail and workspaces. We offer:

- A collaborative, innovative, and inclusive work culture.
- The opportunity to shape the future by building and nurturing a world-class team.
- Competitive salary and benefits package, including wellness programs aligned with our sustainability goals.
- Flexible work options to help you maintain a healthy work-life balance.

Apply Now:

If you're ready to lead ALA's people-first mission and help us redefine the future of retail and workspaces, we'd love to hear from you!