

## ABOUT THE ROLE....

Inari is building an extraordinary team and unique culture; to enable this we're looking strategic, creative, motivated HR professionals join our People Team. You will have the opportunity to develop and implement programs and practices to support the growth and success of the organization. This is an ideal opportunity for someone who thrives in a dynamic and diverse team environment, working closely with local business partners and the global People Team, with diverse responsibilities spanning talent acquisition and development, culture and engagement, and employee relations. These roles, one in W.Lafayette, IN and one in Cambridge, MA, report directly to the VP of People.

## ABOUT INARI...

Inari Agriculture, Inc. is an exciting early stage, high growth company working to create a winning global food system for all. We're taking a revolutionary approach to transform plant breeding and contribute to a transparent agriculture system that is climate resilient and respectful of the environment, promotes nutrition and health, empowers all farmers, and can continue to feed the growing global population. To solve these hard problems for world changing impact, we're fearless in asking the questions no one else is, and determined to find the answers no one has yet.

## OUR SUCCESS IS DEPENDENT ON GREAT MINDS, COLLABORATING TO GENERATE BRIGHT IDEAS AND DELIVER EXCEPTIONAL OUTCOMES.

Started in 2016 in Cambridge, MA, we have over 100 employees across three sites: Cambridge, MA, Ghent, Belgium, and West Lafayette, IN. Our interdisciplinary teams bring expertise in biology, agronomy, genetics, data science, and software engineering, and are supported by an exceptional leadership team and Scientific Advisory Board. If you want to be part of a diverse and inclusive team dedicated to developing unique solutions to feed the world without starving the planet we'd love to have you join Inari!

## YOU WILL...

- Practice “outside in” HR – aligning our priorities, goals, programs and practices with what will add the most value to Inari; and continuously developing and sharing your knowledge of talent markets, and drivers of engagement and performance

- Work closely with your local business partners to build a team that reflects the talent quality, diversity, sense of purpose, and values that make Inari a great company and a great place to work.
  - Manage the end to end process from launch of search to closed offer for all levels of hiring.
  - Continuously improve our recruiting and hiring practices to attract high quality talent for all roles, and ensure a robust selection process and positive candidate experience for all.
  - Implement strategies to enhance our ability to directly source and hire candidates, and build a robust talent pool for future needs.
  - Increase visibility of Inari as an employer of choice in our key markets, and build enthusiasm for "Ag Biotech" as an innovative, exciting, and rewarding field
  - Serve as an ambassador of Inari in relevant forums to build our employment brand; engage and support key resources across the organization to do the same.
  - Advocate for cognitive, cultural, and gender diversity. Bring a creative approach to sourcing, and coach hiring teams to build awareness, strengthen objective interview and assessment practices, and mitigate unconscious bias.
  - Facilitate targeted university recruiting initiatives for internship and direct hiring.
- Facilitate onboarding to quickly integrate, engage, and enable new hires to succeed.
- Serve as an advocate of Inari values and culture. Partner with the local and global teams to cultivate our culture, implementing strategies and programs to create a strong sense of identity, connection, shared purpose, and drive and collaboration to achieve our mission.
- Support professional development through programs and coaching. Reinforce a “grow with Inari” mindset and practices to retain and fully engage the talented team we continue to build. Contribute to our learning strategy
- Implement corporate programs including performance management (a regular practice of feedback and goal tracking) and compensation planning.
- Implement relevant reporting practices and leverage data for learning, decision making, and measuring goal achievement.

- Partner with Employee Experience Manager with regard to leveraging and continuously improving our systems, total rewards, and employee experience practices.

## YOU BRING...

- Bachelor's degree, and with >7 years of progressive experience agriculture or human therapeutics recruiting. Some degree of start-up or early stage experience preferred.
- Demonstrated track record of success including implementing creative and scalable talent acquisition and/or development practices.
- Foundational knowledge of all core functions of HR – talent acquisition, learning and development, performance management, employee relations and employment law, employee communications, compensation, benefits, operations, systems, people analytics, employment law
- A purpose driven mindset - you're enthusiastic about Inari's mission and the opportunity to make a significant impact.
- Demonstrated relationship building skills across all levels of the organization
- Cultural awareness and adaptability
- Professional courage; willing to initiate difficult conversations for necessary feedback and/or conflict resolution
- Business acumen
- Strong organizational and time management skills.
- Strong collaboration skills. You value and practice continuous self- and organizational- improvement, and demonstrate capacity to provide and receive constructive and actionable feedback.
- Capacity to manage ambiguity, you remain calm and operates effectively in fast growing and environment.
- Exceptional communication skills, including exceptional writing skills.
- Strategic and creative thinking, with the ability to translate into action
- Experience with various HR systems and tools.