

FORLIANCE initiates, finances, creates and manages robust nature-based climate projects and integrates them into sustainability strategies with our clients to achieve their Net Zero Carbon targets. Together with our global partners, and our 30+ team members in ten countries, we strive to create intact forests and ecosystems that positively impact our climate, biodiversity and human well-being.



To support our team's mission to proactively promote climate protection, we are looking for a

HR Generalist (f/m/x) Personnel & Organizational Development

Together with your colleagues, you will support FORLIANCE in all goals and challenges related to personnel, team and organizational change processes.

YOUR TASKS:

- Conception and implementation of strategic personnel and team development processes (e.g. performance management, recruiting processes)
- Advising executives on all aspects of personnel, team and organizational development
- Counseling of team members and organizing personnel development measures
- Facilitate workshops, moderate conflicts and conduct employee capacity buildings/trainings
- Management of international employment contracts and social security matters
- Advice on suitable tools and methods for targeted support of the teams
- Support the teams with identification of needs and development and implementation of processes

YOUR PROFILE:

- Completed studies with focus on human resources, business psychology or similar
- At least 3 years of professional experience in personnel and team development, ideally in a dynamically growing organization
- You have gained experience in the development of virtual teams
- Systemic training in consulting or coaching desirable
- Very good command of written and spoken English and German
- You are a team player enjoying to pass on experience and share knowledge
- You enjoy continuous development and have the courage to explore new, even unconventional, paths.

Contribute to the dynamic development of our company and engage in climate protection.
This is a full-time position. Workplace is in the European Union.
We look forward to receiving your cover letter (including salary expectations) and CV in English, via e-mail to jobs@forliance.com.

Deadline for applications: April 15th, 2022



Uschi Dellian
Manager HR & Office

WHAT WE OFFER:

- Collaboration in an international interdisciplinary and dynamic team
- Exciting field of work at the interface between business and climate protection
- A casual work environment with impact
- A comprehensive introduction to our team and processes while providing the space to develop your own solutions – new ideas are expressly welcome
- Remote work possible if preferred
- Regular training and capacity building

OUR MISSION:

We let values **GROW**:

- we grow well financed, managed and monitored forests and ecosystems
- we grow long-term alliances with project stakeholders and clients
- we grow financial mechanisms and payment for ecosystem services to scale and improve projects
- we grow transparency and traceability through robust carbon standards, digital solutions, and earth observation technologies
- we grow the competency of our team by trainings, education and onboarding world leading experts

We create positive impact on our **CLIMATE**:

- we partner with implementation organizations, international investors and development banks to develop the most robust climate projects
- we help industry clients to account and manage their greenhouse emissions
- we monitor, report and verify impact and results of performance indicators
- we create climate solutions that are based on scientific research
- we initiate transformation to fight climate change and to achieve carbon targets.

We take **ACTION**:

- we mobilize finance for ecosystem services and develop new integrated value chains together with local stakeholders
- we use nature to build robust and proven carbon sinks by applying internationally recognized carbon standards and methodologies
- we turn carbon reduction plans into concrete action, and projects
- we think new ways and combine proven nature-based solutions with innovative financial mechanisms and state-of-the-art technology
- we unlock new climate action project types and promote developing of new methodologies for carbon sinks