

## **Chief Human Resources Officer (CHRO)**

### Position Announcement

*mTrade is a financial technology company focused on debt capital markets. Our clients include many of the major financial institutions. Please visit: [www.mtrade.com](http://www.mtrade.com) for additional information.*

### Qualifications for the ideal candidate:

- Strategic Leadership: Develop and lead enterprise-wide HR strategy alignment with organizational goals, acting as a strategic advisor to the executive team.
- Performance Management: Proficient in helping executives create Key Performance Indicators (KPI's) and other performance management processes for their departments as well as for the overall organization.
- Regulatory and Compliance Knowledge: The financial services industry operates under intense regulatory scrutiny. This candidate must have a strong ability to keep the organization running with the highest levels of compliance with all regulatory requirements, mitigating risks.
- Financial Expertise: Understanding the financial mechanics of the business is crucial. The ability to read and interpret P&L statements, manage complex compensation and equity plans, and connect HR initiatives directly to profitability and ROI.
- Company Benefits Expertise: Understanding of company Benefits working with 3<sup>rd</sup> party providers to ensure timely decisions and dissemination of information to employees on plan updates.
- Exceptional Communication: The CHRO serves as a liaison between the CEO, President, executives, and employees. It is imperative that they be an exceptional communicator capable of articulating complex strategies clearly and building trust with diverse stakeholders.
- Business Acumen: Understands financial/ business facets to deliver talent strategies that serve business goals.
- Culture Focus: Helps build resilience and cohesion among team members as well as fostering innovation/learning.
- Change Agent: Manages organizational change for our rapidly scaling company.

### **Required:**

- 10+ years in all areas of Human Resources.
- Bachelor's degree required in a Human Resources Related field.
- Master's Degree preferred.

To apply, visit mTrade careers page - <https://www.mtrade.com/careers/>

Interested applicants please apply. Resumes can be shared to [chroapplication@mtrade.com](mailto:chroapplication@mtrade.com)