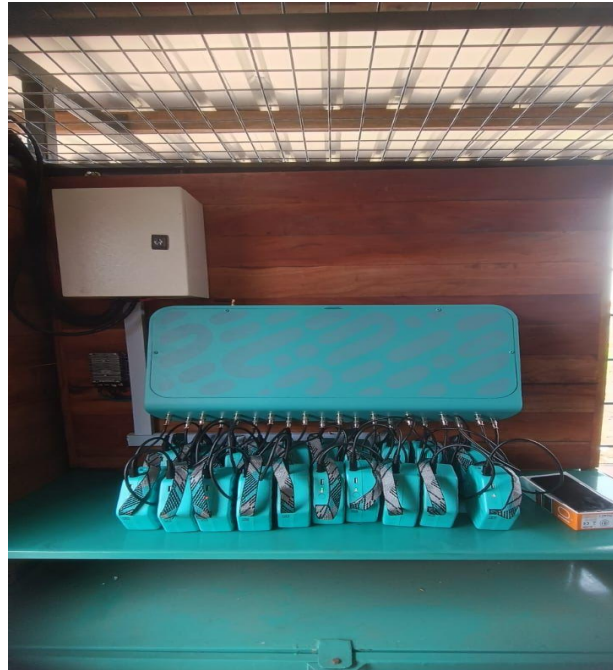


# Human Resources Lead - Nigeria

*This is a remote-friendly role but we have a strong preference for candidates located either in Lagos or within a few hours driving distance. This role might require occasional travel within Nigeria.*



*These are images from one of our sites here in Nigeria*

## Company Overview

Jaza is a solar energy start-up working to power Sub-Saharan Africa. We build solar-powered shops which charge batteries customers use to power their homes. In 2022, we achieved over 1.5 million battery swaps, providing approximately 186,000 people access to clean, affordable energy.

We employ women from each community (known as Jaza Stars) to run the service, empowering our team to become leaders, entrepreneurs and drivers of economic growth within their communities. For more information on what we are building, check out [www.jazaenergy.com](http://www.jazaenergy.com) and watch the video the [BBC made about Jaza here](#).

We've already successfully entered the Nigerian market, piloted several sites here and will grow to hundreds of locations over the next year. To support this expansion, we're planning to hire over 200 people over the next 6 months.





## Position Overview

To support this rapid expansion, we're seeking an exceptional leader in human resources to architect and lead a high-performance HR practice at Jaza.

We're seeking a process-driven generalist who has the seniority to design an HR function but is also hands-on and can implement systems and processes themselves. As a growth-stage startup, we need someone who has a bias for action; who is comfortable as an individual contributor but can also lead a team as the organization grows.

Responsibilities include employee compensation, compliance, engagement, and performance management. You'll also contribute to organizational design and talent planning. While this role is primarily internally focused, you'll collaborate with our people ops lead to scope new roles and recruit and onboard new staff.

The ideal candidate is proactive, ambitious, and has a high degree of ownership and accountability. This is an excellent opportunity for someone looking to gain responsibility quickly and contribute directly to the critical growth stage of a business.

## Role and responsibilities

- Design, implement, and lead the Nigerian HR function for Jaza, working closely with the Country Lead to align with organizational goals.
- Navigate the complex landscape of Nigerian labour laws, ensuring that we maintain compliance with local regulations.
- Oversee the employee lifecycle, from onboarding to feedback mechanisms and performance reviews. Design and implement effective talent management strategies.
- Over time, build and lead a team, providing guidance and mentorship to create a high-performance HR department.

## Who you are

- Significant experience in Human Resources. Ideally you've had exposure to both larger organizations (200+ people) as well as early stage startups and understand both best practices and how to set up systems and processes yourself.





- Excellent people skills. You can collaborate effectively with different stakeholders and serve as a bridge between field and office staff.
- Expertise in talent management with a focus on creating a positive employee experience.
- You are excited about our mission of increasing access to energy and employment for women.
- Note: We do not care about your educational background. It's more important to us that you're ambitious and driven to succeed.

### Why you should apply

- Be part of the most exciting growth phase of a company.
- Work with great teammates in an international environment. Our team is spread across Canada, USA, China, Tanzania, and Nigeria. You'll be interfacing with our [CEO](#) and [Chief of Staff](#) regularly.
- Gain hands-on experience. Although we are a startup, we don't expect you to just figure it out alone. You'll be given lots of responsibility but also lots of support to help you succeed.

**How to Apply:** Please [submit your interest at this link](#)

