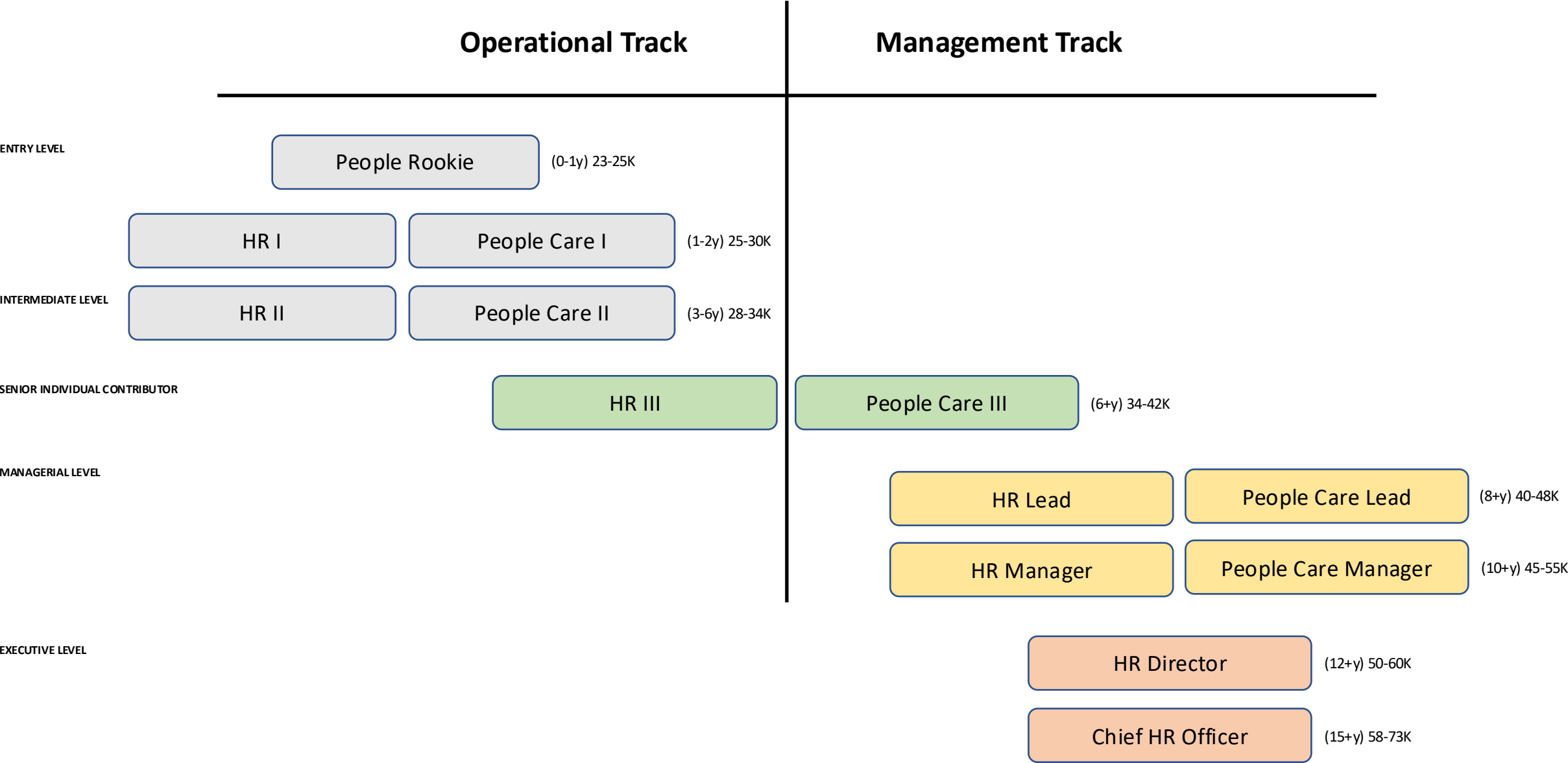


People Ladder



People Rookie

(0-1 year)

Salary: 23-25 K

This is an entry-level or junior role focused on supporting other roles, learning, and development.

HUS

Human Key Soft Skill

- Shows **empathy, communication skills, resilience, active listening, problem-solving, flexibility,** and **organisational skills**.
- Embraces **ethical value** and promotes **diversity, inclusion** and **equity**.
- Promotes a **positive and inclusive company culture**, recognising the potential of every individual and creating a **people-focused work environment**.

DEX

Technical Skill

- Learns to use innovative tools and software for managing people.
- Understands and applies internal processes.
- Has a basic knowledge of engagement and digital communication.
- Supports in basic planning and logistics.
- Handles sensitive information with confidentiality.

STR

Get Stuff Done

- Follows instructions and completes simple tasks under supervision.
- Takes responsibility for assigned tasks and delivers results.
- Adapts to handling multiple tasks, supporting single or cross-functional roles.
- Uses tools and resources efficiently in an agile environment.

WIS

Impact

- Begins developing people engagement capabilities.
- Shows initiative and openness to collaboration.
- Is eager to learn and take on new responsibilities.
- Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

CHA

Communication & Leadership

- Understands and applies Agile Lab's core values.
- Communicates clearly and operationally within the team.
- Shares ideas and updates proactively and concisely.
- Collaborates well across teams.
- Seeks feedback and applies it to improve.
- Learns from every interaction, mistake, and observation.

HR I

(1-2 years)

Salary: 25-30 K

This is an entry-level or junior role focused on supporting other roles, learning, and development.

DEX

Technical Skill

- Broad knowledge of core HR concepts.
- Focus on developing skills, learning tools and resources.
- Ability to manage and coordinate candidate searches and/or people administration activities.
- Understands and leverages internal processes.

STR

Get Stuff Done

- **Ability to manage and coordinate candidate searches.**
- Develop and improve productivity in either single function or supporting multiple groups depending on the role.
- Capable of creating basic content, coordinating across channels and groups.

WIS

Impact

- Increase knowledge on chosen skill area and of existing assets and tools.
- Ability to balance need for help and autonomy to make thing go ahead the right pace.
- Understanding the labour market: have an in-depth knowledge of the labour market, including trends, demands and opportunities.
- Problem-solving skills: be able to face and solve challenges that may arise in the selection process

CHA

Communication & Leadership

- Communicates and coordinates across team.
- Learns, understands and displays Agile Lab's core values.
- Takes every opportunity to learn from each interaction or observation, absorbs feedback as a path to faster growth.

People Care I

(1-2 years)

Salary: 25-30 K

This is an entry-level or junior role focused on supporting other roles, learning, and development.

DEX

Technical Skill

- Understands the basics of People Management and organizational culture.
- Uses innovative and digital tools for managing people.
- Uses digital communication channels for internal and external communication.
- Applies engagement strategies.
- Conducts basic market research.
- Assists in managing company spaces and organizing events

STR

Get Stuff Done

- Proactively seeks ways to contribute to team objectives.
- Applies problem-solving skills to overcome challenges that may come up.

WIS

Impact

- Balances autonomy and support to maintain progress.
- Identifies trends and opportunities to improve the employee experience.

CHA

Communication & Leadership

- Builds internal communication skills.
- Maintains a positive, open, and collaborative attitude.
- Coordinates basic tasks, showing early leadership potential.
- Balances independence and guidance to ensure progress.
- Spots trends to enhance the employee experience.

HR II

(3-6 years)

Salary: 28-34 K + annual prize

This is a intermediate developmental role where someone is seeking to practice the fundamentals skill for their positions.

DEX

Technical Skill

- Good understanding of chosen competency and applies core HR concepts, developing towards expertise.
- Participates in brainstorming sessions with contributions to ideas and tactics.
- Learns quickly from any rare mistakes.
- Specific training for recruiting technical profiles.
- Data analysis: the ability to use data to evaluate the performance of the recruitment process and make improvements based on metrics

STR

Get Stuff Done

- Independent worker, able to progress and complete tasks but understands when to seek guidance or direction.
- Owns small to medium tasks and projects.
- Aware of bigger HR picture and able to prioritize tasks effectively.

WIS

Impact

- Understanding the labour market: have an in-depth knowledge of the labour market, including trends, demands and opportunities.
- Can provide support across at least one other area when required.
- Awareness of the company's needs: understand the company's needs, both in terms of open positions and corporate culture .

CHA

Communication & Leadership

- Communicates status updates across team.
- Learning to delegate to HR I or other HR II when available and appropriate.
- Provides and accepts feedback with a goal of improving themselves and the operations.
- Learning how role supports broader organization and starting to look for other opportunities to contribute.
- Networking: ability to establish relationships and connections with candidates and industry professionals.

People Care II

(3-6 years)

Salary: 28-34 K + annual prize

This is an intermediate developmental role where someone is seeking to practice the fundamental skill for their positions.

DEX

Technical Skill

- Applies People Care and culture principles with confidence.
- Has basic HR administration skills.
- Supports travel planning.
- Support workplace safety.
- Develops organizational skills for managing corporate events, from planning to logistics.

STR

Get Stuff Done

- Works independently, knowing when to seek guidance or direction.
- Ensures people-related initiatives are executed efficiently and effectively.

WIS

Impact

- Understands employee needs.
- Designs and implements engagement initiatives that foster a positive culture.
- Contributes to Employer Branding activities.
- Continuously explores ways to enhance the work environment.

CHA

Communication & Leadership

- Communicates ideas clearly and with confidence.
- Builds relationships with suppliers, partners and service providers contacts.
- Identifies obstacles and proposes improvements.

HR III

(6+ years)

Salary: 34-42 K + annual prize

This is a senior individual contributor, highly capable individual contributor who takes ownership for entire tasks and projects and integrates and directs other team members.

DEX

Technical Skill

- Expert in chosen HR skills.
- Highly engaged team member, leads and contributes to discussions.
- Understands industry trends and applies them to work.
- Contributes new resources and tools where appropriate.
- Able to work across multiple HR domains.

STR

Get Stuff Done

- Identifies roadblocks and knows how to push through them or seek assistance. Requires minimal direction/oversight.
- Shows initiative to identify issues, then leverages best practices to address them.
- Delivers quality, polished, final products.
- Works without direction or runs teams as needed for success.

WIS

Impact

- Able to independently manage moderately complex tasks and projects themselves or leading team members.
- Understands the impact of their work on HR, Agile Lab overall, and customers/partners.
- Collaborate with other circles, if necessary, to create better results.

CHA

Communication & Leadership

- Mentors junior team members across multiple HR competencies.
- Seeks opportunities to contribute more broadly to the organization (cross-functional teams, OKRs, etc)
- Displays and develops management skills.
- Connects challenges and solutions wherever possible.

People Care III

(6+ years)

Salary: 34-42 K + annual prize

This is a senior individual contributor, highly capable individual contributor who takes ownership for entire tasks and projects and integrates and directs other team members.

DEX

Technical Skill

- Ensure accurate application and compliance with HR policies.
- Uses data analysis to evaluate and improve initiatives.
- Leads market research and benchmarking in relevant areas.
- Takes full responsibility for organizing corporate events independently, from planning to logistics.
- Plans and manages internal satisfaction survey.
- Contributes to organizational development efforts.

STR

Get Stuff Done

- Owns and delivers medium to large-scale tasks and projects.
- Maintains a broad view of activities, prioritizes well, and seeks improvement opportunities
- Coordinates resources to meet deadlines and goals.
- Co-designs policies with other teams
- Solves complex problems by integrating team input and data.

WIS

Impact

- Collaborates effectively, prioritizing team goals.
- Supports the annual People Care plan based on market trends.
- Acts as a go-to contact for operational support, ensuring smooth experience for all employees.
- Recognizes the broader impact of their work on the organization.
- Balances independence with collaboration to keep initiatives moving forward.

CHA

Communication & Leadership

- Engages with diverse stakeholders and teams.
- Skilled in identifying leading suppliers and carrying out competitive analysis.
- Acts as a key point of contact with internal departments (e.g., Finance, Legal, Admin).
- Represents People Care in cross-functional discussions
- Develops leadership skills through delegation and feedback.
- Keeps stakeholders informed of team status and priorities.

HR Lead

(8+ years)

Salary: 40-48 K + annual prize

Managerial role combining strategic planning, team leadership, and operational oversight. Acts as a bridge between execution and strategy.

DEX

Technical Skill

- Expert in core HR competencies (recruiting, administration, engagement).
- Introduces new tools and processes to improve efficiency.
- Conducts complex analyses and interprets data for operational decisions.
- Collaborates on defining cross-functional policies and procedures.

STR

Get Stuff Done

- Manages complex projects independently or by leading teams.
- Coordinates resources and deadlines to ensure high-quality results.
- Identifies obstacles and implements effective solutions.
- Supports the definition of OKRs and team objectives.

WIS

Impact

- Understands the impact of HR initiatives on the organization and KPIs.
- Contributes to cross-functional projects and organizational development initiatives.
- Influences strategic decisions through operational insights.
- Promotes practices that enhance employee experience and company culture.

CHA

Communication & Leadership

- Mentors junior team members and fosters team growth.
- Communicates clearly and persuasively with internal and external stakeholders.
- Represents HR in cross-functional meetings and strategic projects.
- Encourages collaboration and alignment across teams.

People Care Lead

(8+ years)

Salary: 40-48 K + annual prize

Managerial role combining strategic planning, team leadership, and operational oversight. Acts as a bridge between execution and strategy.

DEX

Technical Skill

- Expert in People Care and organizational culture methodologies.
- Measures the effectiveness of team performance and initiatives.
- Contributes to strategic planning in the area.
- Manages budgets in alignment with the People Care Manager
- Quickly learns and explores new topics with a structured mindset.
- Deeply understands people dynamics and organizational processes
- Define Travel Policies in collaboration with the People Admin and Finance team

STR

Get Stuff Done

- Balances strategic oversight and hands-on tasks
- Identifies and resolves obstacles to productivity through experimentation.
- Defines clear objectives for the team.
- Manages resources to deliver on goals, on time and within budget.
- Tracks outcomes and impact of initiatives.
- Monitors and interprets People Care KPIs.
- Leads change initiatives, aligning people and actions with company goals.
- Maintains composure under pressure.

WIS

Impact

- Aligns strategic goals with operational priorities.
- Sets and adjusts objectives to maximize impact.
- Drives innovation across People Care practices.
- Brings an HR lens to cross-functional collaboration.
- Manages expectations and communicates progress to stakeholders.
- Anticipates needs and emerging priorities.

CHA

Communication & Leadership

- Communicates with a company-wide perspective, beyond People Care.
- Strengthens the team through mentorship and clear leadership.
- Promotes autonomy, motivation, and open communication.
- Builds trust with colleagues at all levels, acting as a business partner.
- Maintains strong relationships with internal and external stakeholders.
- Represents the team in strategic and executive-level meetings.

HR Manager

(8+ years)

Salary: 45-55 K + annual prize

Executive-level role responsible for aligning People strategy with business objectives, driving innovation, and leading organizational change.

DEX

Technical Skill

- Aligns HR strategy with business objectives.
- Defines operational standards and strategic processes.
- Analyzes KPIs and data to guide high-level decisions.
- Oversees budgets and optimizes resource allocation.

STR

Get Stuff Done

- Plans and supervises the execution of strategic initiatives.
- Manages priorities and resources in complex environments.
- Implements process improvements to increase efficiency.
- Ensures timely delivery aligned with organizational goals.

WIS

Impact

- Influences the organization's strategic direction through HR.
- Evaluates the impact of initiatives on KPIs and business growth.
- Anticipates trends and emerging needs to drive innovation.
- Promotes a culture focused on results and well-being.

CHA

Communication & Leadership

- Communicates HR strategy at the executive level and translates it into operational objectives.
- Guides teams through complex changes with clarity and confidence.
- Builds strong relationships with stakeholders and leadership.
- Fosters transparency, motivation, and autonomy within the team.

People Care Manager

(10+ years)

Salary: 45-55 K + annual prize

Executive-level role responsible for aligning People strategy with business objectives, driving innovation, and leading organizational change.

DEX

Technical Skill

- Aligns People Care strategy with business growth objectives.
- Oversees strategic planning and operational execution.
- Leads the development of comprehensive People Care strategies.
- Partners with HR to design employee-centered experiences.
- Analyzes and communicates employee health and satisfaction insights
- Evaluates the impact of Employee and Customer Experience on business KPIs
- Defines and monitors budget performance and optimizes operations.
- Defines operational standards and strategic direction.

STR

Get Stuff Done

- Adapts plans when results differ from expectations.
- Identifies and implements process improvements.
- Leads cross-functional collaboration for seamless execution.
- Defines KPIs to measure and enhance People Care performance.
- Balances strategic and operational responsibilities.
- Quickly addresses challenges by testing and refining solutions.
- Sets clear goals, manages resources, and ensures execution on time and budget.
- Tracks results and organizational impact.
- Oversees KPI monitoring and reporting.
- Guides teams through change with focus and calmness.

WIS

Impact

- Shifts team focus from tasks to measurable outcomes that drive organizational growth.
- Aligns People Care strategy with broader business goals.
- Anticipates employee needs and business opportunities using data.
- Advises senior leadership with strategic, data-informed insights.
- Champions long-term, impactful People Care initiatives.
- Leads change management efforts to adapt to evolving market dynamics.
- Identifies strategic opportunities that support Agile Lab's growth.

CHA

Communication & Leadership

- Articulates Agile Lab's story and People Care strategy both internally and externally.
- Ensures full alignment between company goals and team understanding.
- Communicates strategy to executives and translates it into operational objectives.
- Defines cultural and staffing needs to elevate People Care.
- Leads the communication of the annual strategy and identifies new strategic focus areas.
- Collaborates closely with senior leadership to drive organizational growth.

HR Director

(12+ years)

Salary: 50-60 K + annual prize

Senior role ensuring HR strategy drives organizational growth, bridging strategic goals with operations and mentoring leaders.

DEX

Technical Skill

- Manages and measures team effectiveness.
- Able to anticipate emerging priorities and issues.
- Understands and manages decisions on competing resources and priorities.
- Contributes at strategic level.

STR

Get Stuff Done

- Savvy understanding of people and processes.
- Able to move between management and tactical tasks seamlessly.
- Can quickly break down roadblocks and challenges with possible solutions.
- Tracks the results and impact of activities.

WIS

Impact

- Plays a key role in bridging strategic direction with tactical and operational priorities.
- Recognized expert across organization, provides HR POV to other functions.
- Understands objectives and ties them to results, pivoting as needed to maximize success.

CHA

Communication & Leadership

- Collaborates across functions and teams with good understanding of bigger picture outside of just HR.
- Enhances team by combination of mentoring, leadership, and communication that improves other members.
- Strong communication skills allows them to work across internal teams, executives, stakeholders, customer, partners and analysts.

Chief HR Director

(15+ years)

Salary: 58-73 K + annual prize

Executive role aligning HR with corporate strategy, shaping vision, and leading transformation for measurable business impact.

DEX

Technical Skill

- Aligns HR strategy to corporate / business strategy

STR

Get Stuff Done

- Identifies and eliminates obstacles and productivity drain.

WIS

Impact

- Ensures team focuses on results, not just activities, creating growth for the entire organization.

CHA

Communication & Leadership

- Communicates the overall Agile Lab story and HR strategy internally and externally.