



HR Director

Energous Corporation (Nasdaq: WATT) is the Wireless Power Network global leader. Our award-winning WattUp® wireless charging solution is the only technology that supports both contact and distance charging through a fully compatible ecosystem. Built atop fast, efficient, and highly scalable RF-based charging technology. Energous develops silicon-based wireless power transfer (WPT) technologies and customizable reference designs, and provides worldwide regulatory assistance, a reliable supply chain, quality assurance, and sales and technical support to global customers. The company received the world's first FCC Part 18 certification for at-a-distance wireless charging and has been awarded over 200 patents for its WattUp wireless charging technology to-date.

Our company is looking for an HR director with excellent leadership and strategic thinking skills, strong communication, and knowledge of labor regulations and HR practices. The HR director will be responsible for all recruiting and hiring processes, overseeing employee benefits, immigration visas, employment verifications, developing HR policies and keeping us compliant with employment laws. The HR director will work closely with executive level and department managers to determine staffing needs, implement human resources strategies, and maintain employee relations. The ideal candidate should improve HR processes, implement strategies that support business growth, improve morale and employee retention, enhance safety and wellness, strengthen relations between staff and employers, manage job satisfaction, attract the best recruits, and promote the organization's values.

Essential Duties:

- Oversee all HR initiatives while ensuring legal compliance with federal and state laws and regulations
- Conduct interview, hiring and termination process while managing agreement contracts between managers, employees, and consultants
- Process employment verifications for employees while providing their title and dates of employment (Insperity or E-Verify)
- Support outside immigration counsel to ensure full compliance with immigration laws and visa
- Compile and maintain all physical or computerized reports, records, and documents
- Provide COVID-19 updates and requirements within CDC, state or local government and Santa Clara County

Qualifications:

- Bachelor's Degree or Certificate in Human Resource Management/Public or Business Administration
- Previous experience required (minimum of 7+ years)
- Demonstrated initiative in determining new or modifying existing HR policies and procedures and effectively communicating them to staff and board members
- Demonstrated organizational leadership and decision-making capability at a senior management level in a collaborative manner



- Ability to communicate to staff and board members the short and long-term impact, specific and strategic, of HR policy and procedures
- Excellent verbal and written communications skills

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.

Location of Employment:

San Jose, CA (Santa Clara County).

Remote Working:

This role is full-time and hybrid (in-office and working from a remote location). Required to be on-site whenever needed (max 2-3 days).

