

## CHIEF PEOPLE OFFICER (CPO)

**Role Overview:** The Chief People Officer (CPO) at [19society.com](https://19society.com) is a C-suite level executive responsible for overseeing the recruitment, training, and development of models and content creators. This role is vital for ensuring the growth and success of the company by building strong partnerships and maintaining a positive company culture.

### Responsibilities:

1. **Recruitment of Models and Content Creators:**
  - Develop and implement strategies to attract top talent within the virtual webcam and adult entertainment industry.
  - Utilize various recruitment channels, including social media, job boards, and industry events, to source potential candidates.
  - Conduct interviews and assessments to ensure candidates meet company standards and values.
2. **Training and Development:**
  - Design and oversee comprehensive training programs for new recruits to ensure they are well-prepared and knowledgeable about their roles.
  - Implement continuous learning and development initiatives to enhance the skills and performance of existing talent.
  - Collaborate with other departments to align training programs with business objectives and industry trends.
3. **Business Development and Partnerships:**
  - Identify and recruit new business partners, such as strip clubs and other adult entertainment venues, to expand the company's network and opportunities.
  - Build and maintain strong relationships with partners to foster collaboration and mutual growth.
  - Represent the company at industry events and conferences to promote partnerships and networking.
4. **Onboarding and Onboarding Processes:**
  - Ensure a smooth and efficient onboarding process for new recruits, including orientation, paperwork, and initial training.
  - Develop and implement onboarding procedures to integrate new hires quickly and effectively into the company culture and operations.
5. **Company Culture and Employee Engagement:**
  - Foster a positive and inclusive company culture that promotes employee satisfaction, engagement, and retention.
  - Develop initiatives and programs to enhance employee morale and motivation.
  - Address employee concerns and issues promptly and effectively to maintain a harmonious work environment.

**Qualifications:**

- **Experience:** Proven experience in recruitment, talent management, and business development within the virtual webcam and adult entertainment industry.
- **Skills:** Excellent communication, interpersonal, and leadership skills. Ability to develop and implement effective training programs and business strategies.
- **Knowledge:** Strong understanding of industry trends, challenges, and opportunities. Familiarity with recruitment tools and techniques.

**Compensation Plan:** As a C-suite level partner, the CPO will be compensated based on a percentage of the account production they oversee. This aligns their interests with the performance and growth of the company.

- **Base Salary:** Competitive base salary commensurate with experience and industry standards.
- **Performance-Based Equity:** Equity compensation tied to the success and growth of their accounts.
  - **Percentage of Account Production:** The CPO will receive [insert specific percentage] of the revenue generated from the models and content creators they recruit and manage. This percentage will be reviewed and adjusted annually based on performance metrics and company growth.
  - **Annual Performance Review:** Performance and compensation will be reviewed annually, with opportunities for additional equity grants based on achieving key performance indicators (KPIs).