



# BEGGARS

**Director of People**  
New York

Prepared By

**Riley Garnett**  
Manager  
New York

✉ [rileygarnett@oakleafpartnership.com](mailto:rileygarnett@oakleafpartnership.com)  
☎ +1 (917) 200-0164

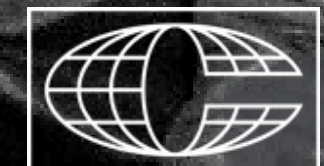


## Background to Beggars

Beggars Group, one of the world's largest independent music companies, headquartered in the UK, it is made up of five labels: 4AD, XL Recordings, Matador Records, Rough Trade, and Young. Known for supporting innovative artists such as Adele, Radiohead, The xx, FKA Twigs, and Grimes, it prioritizes artistic freedom and creativity.

Originating from the Beggars Banquet record shops in London, the label was founded in 1977 with The Lurkers' debut single and quickly found success with early signing Gary Numan. Chaired by founder Martin Mills, the group includes respected independent labels, a publishing wing (Beggars Music), and a catalog imprint (Beggars Arkive). Headquartered in London, with key offices in New York, Los Angeles, and Austin, it maintains a strong global presence.

A digital pioneer, Beggars made its catalog available online before the turn of the century. It is a founding member of key industry bodies like AIM (UK), IMPALA (Europe), A2IM (USA), and WIN (Worldwide), as well as an active member of Merlin, advocating for independent music rights.







- Known for a diverse range of alternative, indie rock, and experimental artists.



- Originally founded in 1978, specializing in post-punk, indie, and alternative acts.

## YOUNG

- More experimental and electronic-focused, with an emphasis on forward-thinking music.



- Focuses on indie rock, punk, and alternative music.



- One of the most influential independent labels, spanning genres like electronic, R&B, hip-hop, and alternative.



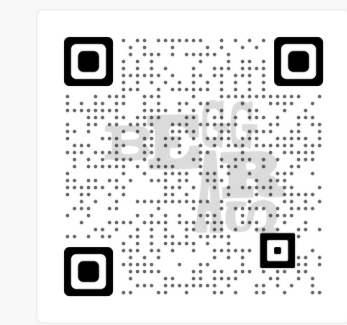




# Director of People

|                                |   |
|--------------------------------|---|
| <b>Salary:</b> \$125k - \$150k | <b>Location:</b> Lower Manhattan, on site full-time |
|--------------------------------|---|

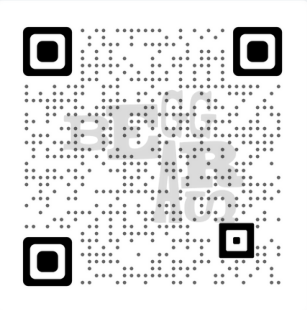
Beggars Group is seeking a HR Director to serve as the primary HR contact for their team of 75 employees located in the US (primarily in New York and California). With a rich history and deep ties to both the US and UK, the company is at the forefront of the independent music industry.



Scan QR code to apply for the role







# Director of People

## Key Responsibilities:

- The company seeks a self-sufficient HR generalist to be the sole HR point of contact for a population of 75 people mainly based in New York and California. The role will build HR practices and provide hands on service and support in all areas.
- Reporting into the Global People Director (based in London) the US Director of People will work closely with the President Beggars Group US, the General Manager, Beggars US and all Label Heads and Owners, as well as the US and UK Finance teams.
- End to end recruitment support for all US roles. Working alongside recruiting managers at all stages including finalizing job descriptions, job posting, candidate screening, interviewing and onboarding.
- Employee Relations (ER): Manage complex ER cases with sensitivity and high emotional intelligence, advising leadership on best practices and interventions.
- HR Operations: Handle all aspects of HR, including compliance, policies, and benefits, ensuring alignment with business goals.
- Culture Development: Act as a culture ambassador, fostering an environment that reflects our progressive and creative ethos.
- Stakeholder Collaboration: Work across transatlantic teams, navigating cultural nuances between the US and UK.
- Benefits Management: Address employee concerns around benefits, balancing budget constraints while managing expectations.
- Creative Workforce Support: Partner with teams to address unique challenges in a creative workplace, supporting cross-departmental collaboration despite differing perspectives.



## Qualifications and Experience:

- The right hire will have a passion for independent music and a high level of integrity and be committed to supporting a mutually sustainable environment for the business and staff as well as an understanding of the challenges of balancing these demands.
- At least 5 years of experience in a stand-alone HR role, supporting a complex workforce of 50 to 200 employees
- Hands-on experience across all areas of HR including business partnering, talent management, recruitment, ER, compliance, employee engagement, compensation, benefits, payroll and HR operations.
- Strong knowledge of employment law and experience managing workforces in the states of New York, New Jersey and California.
- High levels of emotional intelligence, strong work ethic, and excellent communication skills, with a keen understanding of handling confidential information.
- Strong numerical and systems skills with familiarity with various HRIS solutions.
- SHRM certification.



# Environment / Culture / Role

Beggars presents an exciting and challenging opportunity. It is one of the key players in the independent label space and holds a formidable reputation and culture.

With a headcount of 75 employees in the US, the company fosters a close-knit environment where everyone knows each other by name. This role plays a pivotal part in shaping the culture and operations of the US team.

The position offers exposure to all areas of the business, requiring someone with the gravitas and credibility to engage effectively with the C-suite, owners, and external stakeholders. Given the organization's strong ties to the UK, proven experience navigating transatlantic relationships would be highly beneficial.

Beggars embraces a progressive and open-minded culture, seeking individuals who understand the nature of the business and can collaborate across all areas of the organization.







BEGGARS



**Riley Garnett**  
**Manager**  
**New York**  
✉ [rileygarnett@oakleafpartnership.com](mailto:rileygarnett@oakleafpartnership.com)  
☎ +1 (917) 200-0164

