



nium



Overview

Born in Spring 2022, Nium is set to revolutionize ammonia production. Using nano-catalytic solutions, they aim to eliminate emissions on a large scale, tackling one of the world's most polluting industries. Nium's innovative 'Green Ammonia on Demand' system offers a scalable, eco-friendly alternative, poised to eliminate fertilizer emissions, slash maritime CO2, and advance green hydrogen energy.



The Challenge

Nium's quest to attract top talent for product development and market expansion led them to seek expertise in recruitment and People Operations (People Ops). Their vision is simple yet profound: establish a flexible work environment aligned with the mission of a better planet for future generations.



However, this journey came with hurdles – unstructured processes, undefined cultural pillars, decision-making gaps, and time constraints.



Steph is very pragmatic and flexible. She understands the demands, needs, complexities, and compromises required by a start-up and a start-up that is now rapidly scaling.

Lewis Jenkins, CEO & Co-founder



Website

<https://www.wearenium.com>

<https://www.purposeful.tech>

<https://usemotion.com/meet/steph-thommen/discovery?d=30>



The Solution

As a fractional Head of People, I integrated into Nium's team. Our journey began with in-depth discussions with the founders, where we honed in on their desired culture and operational model. We kick-started by crafting cultural pillars, clarifying the company's purpose, vision, mission, and values. This served as the bedrock for a comprehensive decision-making framework, empowering team members across the organisation.



Simultaneously, we streamlined the hiring process, reducing bias and enhancing objectivity, from job descriptions to assessment criteria. In tandem, I implemented vital People Ops processes, covering holiday management, new child policies, and parental leave.

The Results

Before my involvement, Nium grappled with undefined hiring procedures, a vague cultural framework, and limited bandwidth. They sought a culture of responsibility and ownership but lacked the structure to realize it.



I provided practical solutions tailored to their unique needs:

- **Culture Framework:** Through a workshop, we established four culture pillars that shape decision-making and operations.
- **Refined Hiring:** We streamlined the hiring process, reducing bias and ensuring top talent selection.
- **Efficient Onboarding:** I introduced an onboarding process for swift assimilation, aligning with Nium's success-driven rhythm.

Onboarding Excellence: Streamlined onboarding processes ensured that new hires settle in quickly, embracing the goal-setting and execution rhythm pivotal to Nium's success.

The Future

I continue as Fractional Head of People with Nium, ensuring the company's sustained growth and seamless scaling while maintaining a culture of responsibility and ownership. This ongoing engagement positions me well for future fractional roles, especially with startups that seek to create an agile and innovative workplace.

