

Morale matters: why Chief Happiness Officers are the newest trend in C-suite hires

Traditionally, your salary was the barometer by which success was measured, whether you worked on a factory floor or dictated orders from a swanky corner office.

Temps de lecture : minute

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While competitive salaries are still a key factor in attracting and keeping talent in place, a recent report has found that although money talks, so does happiness. The lack of the latter is the number one reason people quit, while better work-life balance and emotional wellbeing are top reasons to stay.

Shiny happy people

Enter the Chief Happiness Officer, the corporate world's latest answer to tackling soaring attrition rates. The aim is to (hopefully) cling onto the staff they do have so they don't have to start the arduous process of rehiring talent.

While you might think this is what Chief People Officers are for, having someone solely dedicated to employee happiness at executive level is different on many levels.

Chief Happiness Officers are primarily in charge of monitoring happiness levels, devising programmes and initiatives that have been designed with emotional wellbeing in mind.

They also facilitate training across the company so that managers can improve their communication styles and then coach, mentor and support their teams so they ultimately feel valued, nurtured and, you guessed it, happy in their jobs.

In the tech world, CHOs are already gaining traction with Google and SAP each having one on staff.

Additionally, many companies have CHOs who go by other titles but essentially do the same things, such as Coca-Cola's Benefits and Well-Being Manager, Ernst & Young's Chief Well-Being Officer, Salesforce's SVP of Employee Success and TikTok's Global Well-Being Program Manager.

Next best option

But what can you do if your employer doesn't have a CHO in place or you work for a smaller company that has a lean C-suite, without the means to place someone in charge of happiness at executive level?

While it might not seem obvious, it's also your responsibility to take control of your own happiness at work.

No amount of journalling or positive affirmations will negate a toxic work environment but by taking ownership of your own day-to-day tasks and putting some simple boundaries in place, you should be able to cultivate a better work-life balance.

For example, if you're not client-facing and don't have to check your work email outside of working hours, don't do it. It might seem like a simplistic solution but sometimes small tweaks to your working style can make the world of difference.

However, if your current role fills you with a sense of dread and the Sunday Scaries are spoiling your weekends, it could be time to move on.

And if that is the case, the [Maddyness Job Board](#) is the ideal place to start your search as it features thousands of roles in companies actively hiring, including the three below.

Technical Architect, PwC, Manchester

PwC is looking for a [Technical Architect](#) to help with the design and engineering for its internal business-facing AI applications, including optimisation and generative AI.

Working with data scientists, solution architects, engineering teams and subject matter experts you will be based on the Tech Central team which is rapidly growing.

If this is the kind of challenge you're looking for, [apply here](#).

Technology Project Manager, Morgan McKinley, Belfast

Morgan McKinley is recruiting for a [Technology Project Manager](#) on behalf of a leading investment bank based in Belfast.

In this role you will blend a mix of technical and business knowledge to solicit requirements, document well and facilitate a thorough and detailed solution that will deliver the target business outcome. You will also drive requirements and solution phases for critical cross functional changes impacting the bank's markets operations.

Want to know more? [Find out additional details here](#).

Staff Program Manager, Blackhawk Network, Hemel Hempstead

Blackhawk Network (BHN) is a leader in global branded payment technologies and its portfolio of products includes gift cards, e-gift

products, and rewards and incentives.

As Staff Program Manager you will partner with Product and Engineering leads and teams to define roadmaps, multi-sprint plans, and help deliver on those roadmaps. You will also collaborate with other internal/external stakeholders, organise planning sessions, and lead critical programs associated with one or more technology areas.

If this sounds like the role you've been looking for, [see the full job description here](#).

[Work shouldn't make you miserable. Visit the Maddyneess Job Board to find your next role](#)

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