



GLOBAL HEAD OF HR

OnxeO is a clinical-stage biotechnology company designing and developing novel oncology drugs targeting tumor DNA-binding functions.

Our strategy focuses on fighting tumor resistance to treatments which poses ever-greater therapeutic challenges, especially in aggressive or rare cancers. Our approach is based upon a unique mechanisms of action on DNA Damage Response and immune response. We focus on bringing first-in-class, disruptive compounds from translational research to human proof-of-concept in cancer indications with high unmet needs.

We are looking for our new GLOBAL HEAD OF HR, based in Boston (MA).

POSITION OVERVIEW

The Global Head of Human Resources is a key executive role within the organization, responsible for leading the People Function. Reporting to the CEO, the incumbent will be a key strategic business partner to both the CEO and the executive leadership team. He/she will be responsible for ensuring the seamless integration and operation of various global entities from a people and culture perspective. It will be critical for this individual to establish credibility throughout the organization, be an effective listener and problem solver, working across the full span of people issues, while driving effective talent development, retention, and future hiring plans. The individual will bring a strategic orientation, critical and creative thinking skills and the organizational sensitivity needed to focus on key objectives. The Global Head of HR will have a strong leadership track record and the gravitas to work across all levels of the organization; managing an organization going through a period of significant growth and increasing complexity in an intercultural environment.

Major responsibilities:

Leadership:

- Effectively partner with the CEO and the organization, working cross-functionally with key leaders and business partners to manage teams, and build the leadership and human capital resources needed to develop the organization.
- Translate the strategic and tactical business plans into HR strategic and operational plans.

Organizational Design and Function:

- Manage complexity and build the organization for growth, including informing organizational structure and ensuring the alignment and development of key internal talent.
- Create hiring plans for key functions as needed, as well as internal development plans to ensure a strong pipeline of talent.
- Bring a track record of leadership needed to continue to transform the organization with effective process and structure. He/she will be attuned to the talent and personnel needs of the current and future organization.

Culture and Inclusion:

- Ensure effective integration of entities at an international level and share common grounds among the company.
- Continue to foster a culture of innovation, while providing the right resources, and guidance to support the organization.
- Ensure the company continues to prioritize diversity and inclusion; foster an environment that ensures equity and respect for all employees.

Talent Management:

- Strategy and Planning: Develop appropriate policies and programs for effective management of the people resources of the company. Evaluate and advise on the talent impact of long-term internal plans, including new programs/strategies, as well as external factors, such as regulatory actions. Inform how these scenarios could impact the attraction, motivation, development and retention of the people resources of the corporation.

- Recruiting: Develop staffing strategies and implement plans and programs to identify talent within and outside the corporation for positions of seniority. Identify appropriate and effective external sources for candidates for all levels within the company.
- Compensation and Benefits: Develop progressive and proactive compensation and benefits programs to provide motivation, incentives and rewards for effective performance. Provide programs that utilize an employee and company partnership for the short and long-range benefit of all parties.
- Leadership and Development: Develop human resource planning models to identify competency, knowledge and talent gaps and execution plans for filling gaps. Areas of activity will include talent management through proper succession planning programs for key contributor and management positions, training and development programs for preparing employees for more significant responsibilities and general development programs to enhance employee knowledge and understanding of the business of the company and industry.

Operations:

- Enhance and/or develop, implement and enforce human resources policies and procedures of the organization by way of systems that will improve the overall operation and effectiveness of the corporation.
- Continually assess the competitiveness of all programs and practices against the relevant comparable companies, industries and markets. Continue improving the programs, policies, practices and processes associated with meeting the strategic and operational people issues of the organization.
- Manage the budget and other financial measures of the Human Resources Department.
- Evaluation of the human resource division structure and team plan for continual improvement of the efficiency and effectiveness of the group, as well as providing individuals with professional and personal growth.
- Closely work with Paris HR Department

EDUCATION / EXPERIENCE

- Minimum of 15 years of relevant HR leadership experience within a company of complex scope and scale. Experience of international integration of entities with clinical stage biopharmaceutical companies would be valued, but experience from other industries and settings will also be considered.
- Proven ability to manage an organization through an intercultural complex transition of scale would be ideal.
- Broad experience with a range of talent functions, spanning from recruitment to leadership and development to succession planning, with understanding the implications of a changing workforce.
- Significant experience and understanding of global multi-national corporate operations would be preferred.
- Solid team leadership skills with a proven ability to recruit, retain, develop, and motivate top-notch teams. Values and fosters an innovative, collaborative, purpose-drive corporate culture.
- Significant experience and reputation as a strong leader and manager, both within the HR function as well as through influence across all functions and throughout the organization.
- A demonstrated track record of serving as a business partner to senior leadership teams with the ability to influence key business decisions and track performance against key objectives.
- Bachelor's degree required; advanced degree valued.

OTHER QUALIFICATIONS

- Highly skilled executive who can demonstrate excellent interpersonal communications, public speaking, and presentation skills.
- Effective intercultural understanding and communication skills
- Desire to work with purpose and passion; demonstrates tenacity and works towards continuous improvement.
- Desire for, and ability to work in, a hands-on, collaborative environment and with a sense of urgency necessary to support a biotech entity with several hubs.
- Team oriented. Ability to work with individuals as well as to focus on collective results.
- Highest ethics and moral standards; unquestioned integrity.
- Outstanding intellectual ability with judgment that reflects reasoned and creative business views.
- Well organized, high energy, detail oriented, and persistent executive with the ability to identify/focus on key issues, prioritize efforts, and ensure follow up with timely/quality results

Please send your details at careers@onxeo.com reference: US-AK-2022