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## SENIOR VICE PRESIDENT/GLOBAL HEAD OF HUMAN RESOURCES

That is the sign on the office door of Wuxinextcode CEO, Rob Brainin: "Life is Short. Work Somewhere Awesome."

*Are you prepared to work somewhere awesome?*

### Awesome Mission:

WuXiNextCODE has an awesome mission:

*Improving Lives Through Genomics*

WuXiNextCODE provides the sophisticated digital tools to enable pharmaceutical companies, clinicians, and researchers to sort out real genomic signals from random differences or chance findings. The result is an effective way to identify gene variations that can serve as novel drug targets or help diagnose genetic causes of rare disease.

Below is a video about the WuXiNextCODE mission shared through the lens of a video made for WuXi partners:

<https://www.youtube.com/watch?v=XsUC2vMDbig>

### An Awesome Company:

In February 2018 FAST COMPANY named WuXiNextCODE as one of the Top 10 Most Innovative Companies in biotech for its work in creating “the world’s leading platform for storing, sharing, and interpreting massive sets of genomic data.” For more details:

<https://www.wuxinextcode.com/genomic-insights/wuxi-nextcode-named-fast-companys-top-10-most-innovative-companies-biotech/>

Other items worth reviewing:

<https://www.youtube.com/watch?v=UCtKsG8-BQk>

[https://eurekaalert.org/pub\\_releases/2018-08/bch-bch080618.php](https://eurekaalert.org/pub_releases/2018-08/bch-bch080618.php)

<https://www.fiercebiotech.com/research/using-genomics-and-machine-learning-to-predict-aneurysm-risk>

<https://medtechboston.medstro.com/blog/2018/04/03/the-top-4-big-data-and-genomics-companies/>

<https://www.clinicalomics.com/articles/wuxi-nextcode-launches-blockchain-enabled-health-databank/1757>

<https://www.youtube.com/watch?v=Jf5iCK-NUx8>

## An Awesome Company Requires Awesome Talent:

Your Mission: Be the CEO’s Thought Partner and Manage an Efficient Global System that Attracts/Retains/Motivates Awesome Talent.

The plan is to become a \$2 Billion public company. The successful candidate will know how to help a company on this growth journey.

The SVP, Global Human Resources reports to the CEO.

The following positions report to the Senior Vice President in a matrixed organization structure.

Director of HR in Cambridge, Massachusetts

Director of HR in Reykjavik, Iceland

Director of HR in Shanghai, China

Director of HR at a new acquisition located in Europe

Director, Organization Development/Learning (in the future).

## Candidate Requirements:

The SVP, Global Human Resources is going to head the HR function during a time of rapid growth. Successful candidates will be able to provide references who will gladly comment on the one or more of the following direct experiences they have had with the candidate:

Experience working with a sophisticated technology company.

Former bosses will be able to discuss how the candidate became his/her "go to" person for valuable business perspective.

Specific examples of how the candidate thrives within a rapid growing entrepreneurial culture.

Specific examples of working within the discipline/rigor of a large cap technology company.

Specific examples of how the person contributed to building/transforming corporate culture during a time of growth.

Specific examples of implementing new talent management and strategic HR processes.

Specific examples of working across a global structure

## Responsibilities:

Working with direct reports and 1099 HR professionals:

**Leadership and Culture:**

- Drive employee engagement by helping shape and implement the global company culture.
- Serve as a trusted business partner to the CEO and a valued colleague to other team members.
- Work collaboratively with management team to solve problems and create solutions to optimize performance - be viewed as a trusted and reliable partner.

**Talent Acquisition:**

- Provide strategic direction for full-cycle recruiting.
- Develop the overall talent acquisition strategy in conjunction with line management and ITA Group.
- Drive that talent acquisition strategy.
- Be a source of constant innovation in talent acquisition.
- Be on top of latest developments in social media.

**Training Strategy and Development:**

- Help scientific leaders become better people\_leaders.
- Work with line management to create programs that enable our people to learn, be effective and to grow in their careers during a time of rapid growth.
- Drive program implementation.
- Drive successful execution of programs such as:
  - management development
  - leadership development
  - career development planning
  - advanced sales training
  - critical gaps you identify as part of assessing the organization's needs and priorities
- Develop innovative, effective, repeatable and recurring performance feedback programs.
- Create clear career path structures and performance objectives across all levels of the organization, including a technical track outside management for scientific personnel.
- Partner with and advise business leaders on how to effectively assess their organizational needs and optimize their organization structures and conduct workforce planning.

- Engage collaboratively with managers to share feedback and create development plans; actively participate in coaching for managers and staff.
- Create, measure and report KPI metrics/scorecards to management to evaluate results of programs.

#### **Compensation, Benefits, and Policies:**

- Work with stakeholders to constantly monitor the global marketplace to ensure progressive, competitive and proactive compensation programs and performance-based incentives.
- Annually refresh the employee Handbook in consultation with key stakeholders

#### **General HR Operations:**

- Employee relations.
- Management of site leaders.

### **QUALIFICATIONS:**

- Bachelor's degree required and advanced HR/OD courses a plus.
- 10+ years of experience in human resources leadership roles, with emphasis on recruitment, staff and leadership development, training and coaching.
- Experience within a technology industry that includes high growth small cap or start-up and \$1 billion+
- Experience working with a \$1 Billion+ technology company.
- Experience leading culture change in a complex corporate environment.

### **Compensation:**

Competitive base salary plus benefits plus a bonus program that is usually in the 30-40 percent target range. Long term stock options program.

### **Travel:**

Offices are located at MIT/Kendall Square in Cambridge near the Royal Sonesta Hotel. The successful candidate will be based in the Cambridge office but will visit other offices with regularity.

Given the global nature of the company, there will be need for communication with team members at varying times.

Travel should be approximately 25-30% of work time each year.

## Next Steps:

Interested candidates can submit resumes in confidence to:

Laurence J. Stybel

Stybel Peabody Associates, Inc.

[lstybel@stybelpeabody.com](mailto:lstybel@stybelpeabody.com)

[www.stybelpeabody.com](http://www.stybelpeabody.com)

The next step would be a telephone interview using structured questions. If that goes well, the candidate will be presented for review to the CEO. Those selected will be interviewed by the CEO and others on the team. The top two finalists will have a psychological assessment to insure goodness of fit with the CEO (The CEO also went through the same evaluation).

As a final step, references will be checked, degrees verified, and court records reviewed.

Stybel Peabody Associates, Inc. will conduct the search and will also provide the onboarding program through Platform for Success™.

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