



Position: Vice President, Human Resources (Global)

Reports to: CEO

Location: Brisbane, CA

Summary

As Vice President of Human Resources, you will report directly to the CEO and will be a key leader responsible for developing a world-class employee experience. As Aimmune continues scaling for clinical and commercial growth, you will partner closely with the executive leadership team to ensure strategic alignment across the organization, and will guide the human resources deliverables for Aimmune's employees across the US and UK. This role is ideal for a human resources leader who understands where we are in our growth as a company and can bring innovative ideas and solutions that will build a high-performing organization. Your creative vision and cutting-edge approach to People and HR programs will enable our success in developing the critical capabilities and infrastructure for our continued growth.

Key Responsibilities Include:

In partnership with your US and UK-based HR team, continue to develop the core HR functions including workforce planning, L&OD, total rewards, and employee experience. You will ensure that all HR and employee initiatives are regionally relevant and reflective of how each site conducts business.

Employee Learning, Development and Retention:

- Strategically manage career-pathing by building development plans, defining training opportunities, and utilizing feedback from the Performance Review process to design opportunities for growth and engagement
- Recommend improvements for organizational structure that will ensure alignment with business objectives while allowing for employee engagement and satisfaction that will lead to a high level of retention
- Define a Succession Plan for Aimmune by assessing current and future talent needs, and developing strategies and tactical plans to meet those needs. This includes identifying and nurturing high-potential talent

Culture initiatives:

- With a strong focus on internal customer satisfaction, provide leadership, mentoring and development for the HR team as you build organizational capability and effectiveness.
- Provide strategic leadership on diversity and inclusion efforts across our sites
- Work with executive leadership to develop effective internal communications (between and among management and employees) to promote morale and achieve company-wide goals
- Lead efforts to design a work culture that inspires Aimmune's employees and develops our reputation to be an employer of choice

Organizational Effectiveness:

- Partner with senior leadership and the HR team to implement strategies for improved organizational performance that includes phasing out practices with a low ROI

- Anticipate Aimmune's emerging organizational needs and requirements relative to our growing total workforce, and partner with senior leadership to effectively sponsor change and promote adoption of new processes and systems
- Provide consultation and expertise on change management initiatives and process improvement efforts that come from within the functional groups; scale as necessary to support organizational objectives and initiatives

Total Rewards:

- Evaluate current total compensation programs to assess market competitiveness and implement programs that serve to motivate employees and maintain competitiveness.
- Architect a compensation program built around tangibles such as career ladders for each of the various functional areas that enable meaningful career planning and understanding of compensation differences
- In partnership with the CEO and General Counsel, lead the annual compensation planning cycle, providing expert counsel on the design, development and administration of executive, sales, and employee compensation programs including short-term and long-term incentives
- Evaluate current market trends and predict future trends in order to recommend revisions to Aimmune's compensation and benefits programs
- Design communications for compensation and benefits programs that will create clarity and a positive employee experience

Qualifications / Requirements:

As Vice President, you will have proven experience partnering with senior leadership to build a cohesive organization across multiple locations. Success in this role requires a strategic, collaborative thinker, who is undaunted by ambiguity and rapid change. Being able to operate in a fast-paced, dynamic work environment is a must.

- 15+ years of progressively responsible experience in Human Resources/OD with a reputation for being an innovative and progressive thinker who models strong leadership and integrity
- Possess the innate ability to lead and influence by example; be highly emotionally intelligent and collaborative in nature.
- Proven experience in successfully leading an HR function through significant growth and commercialization, including oversight of total rewards, L&OD, talent acquisition, performance management, and workforce planning
- You should consider yourself an expert with both executive and non-executive compensation
- Outstanding organizational and corporate culture development skills
- A track record of building strong, effective teams of people with complementary skills that can be flexible and able to adjust priorities based on overall business needs

About Aimmune Therapeutics, Inc.

Aimmune Therapeutics is a clinical-stage biopharmaceutical company founded to address the unmet medical need in food allergy, which currently has no approved treatments. Our mission is to improve the lives of people with food allergies, based on our proprietary desensitization treatments in development. Aimmune's recently announced positive top-line data from its pivotal Phase 3 PALISADE trial for AR101, the company's lead investigational drug for peanut allergy. Headquartered in the heart of San Francisco's biotechnology hub, Brisbane, California, Aimmune has additional offices in the Kings Cross area of London, and in Raleigh, North Carolina.

Qualified candidates should forward a resume and cover letter, including a statement of interest, availability, and experience to Human Resources (careers@aimmune.com) with the job title in the subject line.

Aimmune Therapeutics is an Equal Opportunity Employer.
Principals only; no recruiters please.