



Position Title: Vice President, Human Resources (Global)

Reports to: General Counsel

Summary

The Vice President, Human Resources is a key member of Aimmune's leadership team and will lead all aspects of a global HR function for sites in Brisbane, CA, Raleigh, NC and London, UK. This position is based in Brisbane, CA. As Aimmune transitions from a clinical stage to a commercial stage company, the VP, HR will ensure that we attract top talent, develop critical capabilities, and create the infrastructure that will enable our continued growth and development. The VP, HR will have proven experience partnering with the leadership team to build a cohesive organization with teams working across multiple sites. Success in this role requires a strategic, collaborative thinker, who is undaunted by ambiguity and rapid change. Candidates must be able to operate in a fast-paced, dynamic work environment.

Specific Responsibilities

- Serve as a strategic HR partner for Aimmune's leadership team.
- Help guide the development of the organization as it transitions from a clinical-stage to a commercial-stage company.
- Oversee and develop core HR functions, including talent acquisition, learning and organizational development, compensation and benefits, employee engagement and employee relations.
- With the CEO and the General Counsel, interact with the Compensation Committee, including establishing Board and executive compensation plans.
- Ensure that all HR and employee initiatives are regionally relevant and reflective of how each site conducts business.
- Advise and counsel managers on employee relations matters.
- Oversee and enhance the total rewards programs.
- Act as the liaison between Aimmune and the competitive marketplace. Maintain awareness of the changing field of human resources. As the HR leader, phase out practices that are low ROI, and implement best practices.

Qualifications

- Undergraduate degree required; advanced degree or MBA preferred
- 10+ years progressively responsible experience in Human Resources, including 5+ years in an HR leadership role in the life sciences or similarly technical industry
- Proven experience in successfully leading the HR function, including experience managing compensation and benefits, employee relations, training programs and talent acquisition through significant growth and commercialization



- Outstanding organizational and corporate culture development skills
- Innovative and progressive thinker with a reputation for strong leadership and integrity, ability to align corporate goals across teams
- Direct experience with executive and non-executive compensation, including equity compensation
- Able to operate at a strategic as well as operational level.

Professional Qualities

- Outstanding communication and presentation skills
- Executive presence and ability to lead and influence by example
- Highly emotionally intelligent and self-aware, collaborative and supportive nature
- Flexible and able to adjust priorities based on overall business needs
- Culture conscious, human resources visionary who values integrity and transparency

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 lead investigational drug, AR101 for peanut allergy, is in Phase 3 clinical testing in North America and Europe. The company also plans to begin clinical testing of its investigational drugs for egg allergy and walnut allergy. Headquartered in Brisbane, California – the heart of San Francisco's biotechnology hub – 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.