Position: Vice President, Human Resources
Reports to: General Counsel
Location: Brisbane, CA

Summary
The Vice President, Human Resources will serve as a member of Aimmune’s Management Team and will lead all aspects of the human resources function. As Aimmune transitions from a clinical stage company to a commercial company, the Vice President Human Resources will be influential ensuring that we identify and attract top talent, develop critical capabilities, maintain and elevate our corporate culture on the foundation of our core values. The successful candidate will partner with the executive team to foster a unified culture that inspires and promotes excellent performance, strong employee engagement and passion for our patients. Prior experience as head of HR or in a senior HR lead role in the life sciences, high tech/social media or other emerging growth public company is required. The successful candidate must be able to operate at a strategic as well as operational level. Outside consulting support for areas requiring high-level specialized expertise, such as executive compensation, international HR, etc. is available if necessary.

Specific Responsibilities:

- Serve as a member of the Management Team and act as a trusted strategic HR partner to the organization. Contributes directly to strategic business decisions, including workforce planning, definition/promotion of company culture
- Leads all aspects of the human resources function, and develops strategies that support the company in achieving its overall business objectives
- Develops, manages and executes all HR programs, including an aggressive recruiting plan and on-boarding program, compensation, benefits, performance management, rewards and recognition, learning and development, compliance, employee relations and HRIS to support the company’s values and culture, and to drive performance
- Sets and implements strategy for corporate growth, globally
- Manages and administers the company’s compensation/total rewards strategies/programs and recommends enhancements/changes as appropriate
- Depending on background and experience, may act as Compensation Committee liaison, including leading Board and executive compensation strategy
- Develops employee policies and procedures aligned with corporate objectives as well as federal and state employment laws
- Advises and counsels managers on employee relations matters
- Identify and implement corporate culture enhancing endeavors and activities, including team building events
Qualifications / Requirements:

- Undergraduate degree required; advanced degree or MBA preferred
- At least 15 years progressively responsible experience in Human Resources, including at least eight years in an HR leadership role in the life sciences or similarly technical industry
- Hands-on experience leading the entire Human Resources function; including experience managing compensation and benefits, employee relations and Talent Acquisition through significant growth and commercialization
- Outstanding organizational and corporate culture development
- 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

Preferred Experience, Special Skills, Knowledge:

- 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
- Flexibility and ability 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.