



Position: Vice President or Senior Vice President, Human Resources (Global)

Reports to: Chief Executive Officer

Location: Brisbane, CA

Summary

The Vice President, Human Resources is a key member of Aimmune's leadership team and will lead all aspects of the global HR function for sites in Brisbane, California, Raleigh, North Carolina and London, UK. **This position is based in Brisbane, California and local candidates are strongly preferred.**

As Aimmune transitions from a clinical stage to a commercial stage company, the VP of Human Resources will ensure that we attract top talent, develop critical capabilities, and create the infrastructure that will enable our continued growth, development and success. The VP of Human Resources 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 especially in periods of rapid expansion.

Specific Responsibilities:

- Serve as a member of the Senior 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 global corporate expansion, including the US and European affiliates
- 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:

- BS/BA 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 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.