



Position Description

Vice President- Human Resources and Corporate Communications

At Sesen Bio, we are committed to renewing life for people with cancer. We are a late-stage clinical company advancing fusion protein therapies based on our Targeted Protein Therapeutics platform. Our lead program, Vicinium™, also known as VB4-845, is currently in a Phase 3 registration trial, the VISTA Trial, for the treatment of high-grade non-muscle invasive bladder cancer. Twelve-month data from the trial are anticipated in mid-2019. Vicinium incorporates a tumor-targeting antibody fragment and a protein cytotoxic payload into a single protein molecule designed to selectively and effectively kill cancer cells while sparing healthy cells.

The Vice President, Human Resources and Corporate Communications serves as a key member of the Senior Leadership Team at Sesen Bio. Reporting initially to the CEO, the VP, HR and Corporate Communications will have a critical and highly influential role. As part of the Leadership Team, the executive will be responsible for executing on a shared corporate vision and strategy for the company. The VP, HR and Corporate Communications will be responsible for developing and executing on a comprehensive corporate communications strategy as well as instilling a workplace culture and practices that reinforces Sesen Bio's values and attracts, develops, and retains top talent.

Human Resources Responsibilities

The VP, Human Resources and Corporate Communications has oversight of all human resource matters pertaining to Sesen Bio, including but not limited to compensation, benefits, employee relations, learning and organizational development, talent acquisition, and performance management. In this role, you will ensure that HR processes are designed and executed flawlessly and strive for operational excellence. In addition, the individual serves as the point person for all Sesen Bio's human resources strategic and leadership initiatives.

The VP, HR and Corporate Communications serves as a culture champion and will work with senior leadership to ensure the organization is implementing values and behaviors where employees can thrive and do their best work, an environment where collaboration and teamwork are fostered. The individual is responsible for developing, communicating, and implementing a comprehensive talent management strategy that supports and drives a high-performance organization. This role will lead all efforts in talent management, leadership and organizational development, change management, strategic planning, HR operations, and cultural stewardship.

The VP, Human Resources and Corporate Communications is also responsible for ensuring an optimal employee experience across the entire employee lifecycle to galvanize performance.

- Engages with leadership to enhance workforce planning and development, including leadership development, retention and change management strategies.
- Drives a culture of teamwork, empowerment, and accountability.
- Champions diversity and inclusion initiatives to ensure a diverse and inclusive culture that attracts and retains a diverse talent pool.
- Advises the leadership team on human resources management issues and oversees strategies/action steps for new or refined programs, policies, and processes to enhance organizational effectiveness and workplace culture.



- Stays informed and up-to-date and ensures compliance with all applicable federal, state, and local employment laws.
- As the first full-time HR leader in the organization, develops human resources management workflows, systems, and processes to optimize the efficiency of the function.
- Develops the employment brand; ensures that the company has a strong social media presence.
- Responsible for talent acquisition, developing the strategy and ensuring a positive candidate experience.

The VP, Human Resources and Corporate Communications has deep business acumen, understanding of HR functions, excellent analytical, conceptual, and strategic skills as well as an ability to demonstrate high personal impact and influence to build a strong trusted advisor relationship with leaders. This person should be committed, thoughtful and observant. Must demonstrate a high degree of professionalism, and serve as a role model to the organization.

Corporate Communications Responsibilities

The VP, Human Resources and Corporate Communications has oversight of all corporate communications activities with the primary responsibility to raise the visibility of Sesen Bio externally and to enhance its corporate brand. The VP is accountable for providing strategic guidance to senior leadership and oversees executive communications, corporate reputation/brand, financial communications, employee engagement, media relations and content/channels.

- Develops and implements a comprehensive communications plan
- Promotes the Company's visibility through various platforms
- Manages the CEO's relationships with external stakeholders; accompanies the CEO to external meetings
- Prepares external communications and presentations
- Monitors Sesen Bio media coverage and keeps the CEO/leadership team informed of relevant information
- Continues to refine the corporate brand and helps manage potential reputational issues/risks.
- Responsible for public relations, including serving as corporate spokesperson on behalf of Sesen Bio
- Presents corporate initiatives to the executive team and Board
- Manages external consulting relationships and oversees vendors, as well as hires communications full-time staff if and when appropriate. Managed budget.
- Collaborate with senior leadership team on investor relations strategy, product communications and commercialization plans, including pricing, market access and patient advocacy. Help share policy positions.

Required:

- Education: bachelor's degree, with a strong preference for a master's degree in a relevant field.
- Previous experience leading high-performance teams, focused on the organization's evolving needs and leading an organization through transition.
- Previous experience leading a corporate communications or HR function. Proven track record of success and demonstrated learning agility. Must have



- Excellent oral and written communication skills.
- An independent thinker with strong interpersonal, listening, and communication skills.
- Ability to thrive in ambiguity, while creating frameworks to solve problems and develop solutions.
- Demonstrated ability to lead an organization that inspires trust and the achievement of challenging goals.