



LEAD, HUMAN RESOURCES

Job Summary

The Lead, Human Resources serves as a key member of the Senior Leadership Team at Sesen Bio. Reporting initially to the CEO, the Lead, Human Resources 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 Lead, Human Resources will be responsible for instilling a workplace culture and practices that reinforces Sesen Bio's values and attracts, develops, and retains top talent. The job title will be based on the candidate's accomplishments and experience.

Responsibilities

The Lead, Human Resources 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 Lead, Human Resources serves as the point person for all Sesen Bio's human resources strategic and leadership initiatives.

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

- Provides human resource leadership to prepare Sesen Bio for becoming a commercial organization. Leads and executes organization talent acquisition strategy.
- 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.
- Creates and implements a Company-wide HR building process aimed at bringing a product to market here and outside the US.
- 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 Lead, Human Resources 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.



Qualifications

- 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.
- 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.
- Experience in the bio/pharma industry in a commercial stage organization strongly preferred.
- The ideal candidate would have experience leading the HR function in an organization with its first product launch.

About Sesen

We are passionate in our commitment to save and improve the lives of patients. Sesen is a late-stage company developing fusion protein medicines. In December 2019, the company initiated the BLA submission for Vicineum to the FDA under rolling review. We are looking for people who share our passion for innovation and saving and improving lives. Are you one of them?

Sesen Bio is proud to be an Equal Opportunity Employer. Our goal is to have a diverse workforce. We do not discriminate on the basis of race, age, color, religion, national origin, gender, sexual orientation, gender identity or expression, veteran status or disability or any other status protected under federal, state or local law. All employment is decided on the basis of qualifications, merit and business need.

For the safety of our employees and communities in response to COVID-19, Sesen has implemented a temporary work from home policy. All interviews are conducted virtually at this time.