



Head of Human Resources – Americas Region

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THE COMPANY

Avantor® (NYSE: AVTR), a Fortune 500 company, is a leading global provider of mission-critical products and services to customers in the biopharma, healthcare, education & government, and advanced technologies & applied materials industries. Avantor's products are used in virtually every stage of the most important research, development and production activities in the industries it serves. One of its greatest strengths is its global infrastructure, strategically located to support the needs of 225,000 customer locations and to provide extensive access to research laboratories and scientists in more than 180 countries. With 13,000 employees and revenues of more than \$6B, Avantor is a global life sciences leader. Avantor sets science in motion to create a better world.

THE POSITION & DESIRED PROFILE

Reporting to the SVP HR - Americas & Europe, the Head of Human Resources – Americas will play a key role as a strategic business partner to Avantor's Americas Region (Canada, the United States and Latin America) – the largest commercial segment of Avantor responsible for 60% of prior year company revenue. This leader will be responsible for providing overall strategy, direction and operational leadership to the Avantor leadership in the Americas Region. Additionally, this leader will set direction for the talent-related programs in the Americas Region countries where Avantor has an employment presence aligned to the Avantor global Human Resources strategy and corporate standards.

Through a team of HR Business Partners supporting over 1,500 employees across the Americas, the Head of Human Resources will also be tasked with elevating and expanding the business's human resource capability to drive continued growth and foster a strong commitment to the recruitment and training/development of team members in all key roles.

In addition to partnering with leadership across these organizations, the Head of Human Resources will serve as a valued strategic partner to 6 Commercial and Commercial Operations SVPs and VPs and also partner closely with Avantor senior corporate HR leadership on key business and HR initiatives in helping to develop strategies that focus on driving significant efficiencies across the region.

The successful candidate will be expected to leverage and build upon existing Avantor human resource programs, as well as create new processes and programs to support business strategies, enhance sales, and facilitate the change associated with a high-growth company.

The ideal candidate is an energetic leader, strategic thinker, and problem solver with a proven track record of serving as a respected HR business partner to senior executives leading sizable, complex sales organizations. The Head must have an excellent executive presence and the ability to lead independently and make decisions supported by data. The winning candidate has a "roll-up-your-sleeves" approach, is detail oriented, is a great multitasker, and quickly adapts to a changing work environment.



RESPONSIBILITIES & DUTIES

- Lead and manage a team of four HR Business Partners.
- Provide consultation on the alignment of HR initiatives to support strategic business goals focused on talent and performance management, organizational design, employee engagement, and total rewards.
- Partner with sales leaders to build winning teams that have the skills and competencies needed to drive the business forward.
- Translate the business strategy into an effective workforce strategy to support continued revenue growth and achievement of the business plan
- Facilitate change management in a fast-paced and complex business environment where nothing stays the same for long.
- Provide strategy and direction to the business leaders in the Americas Region to ensure the effectiveness of the organization in achieving business objectives.
- Ensure human resources processes deliver key business outcomes required for all organizations/sites.
- Develop and implement talent acquisition and succession planning strategies in tight sync with Avantor corporate talent management strategies that support the organization's growth plans.
- Evaluate and monitor performance management and compensation/benefits practices that fairly and competitively reward and recognize employee contributions.
- Lead the processes to develop and retain key talent in accordance with business needs.
- Support and enhance management capabilities to lead effectively and facilitate employee engagement.
- Provide advice and guidance to business leaders to facilitate desired business outcomes.
- Provide direction and oversight to the various site HR organizations to ensure adherence to company processes and policies, legal/statutory requirements and sound HR practices.
- Coordinate the implementation of global HR and HRIS processes across the Region to ensure efficiency and "One Avantor" approach.
- Ensure that the regional operations teams are in compliance with country/region specific programs pertaining to compliance and all relevant employment laws and employee benefit programs.
- Serve as a confidant to the leadership teams and be viewed as a change agent by leading and sponsoring programs that encourage flexibility, productivity and efficiency across the organizations.

REQUIRED QUALIFICATIONS, KNOWLEDGE AND ABILITIES

- A BA/BS in human resources, business or related field; advanced degree in Human Resources or MBA a plus.
- 10+ years of HR Business Partner experience supporting a large sales population in a global, multi-site growth-oriented company, known for HR innovation and a commitment to best practices in the HR function.
- 5+ years direct management experience
- Leadership experience in managing a broad Human Resources team across multiple countries.
- Successful experience in a lean, hands-on, practical environment
- Exceptionally well-skilled in the development and management of the HR function in a complex, results-oriented company.



- Broad understanding of and appreciation for the technical and functional components of Human Resources, including: strategic HR planning, talent management, organizational development, compensation and benefits, employee relations, M&A due diligence/integration, employee communications; and learning/development.
- Human resource generalist, with an excellent sense of both strategic thinking and execution excellence with a strong appreciation for the interplay between the two.
- Excellent interpersonal, written and oral communication skills, and the understanding of the implications the HR function can have on the strategic, financial and organizational demands of a rapidly evolving company.
- Capacity to develop trusted relationships to allow honest feedback and dialogue related to human resources and other business topics of corporate importance
- Highest ethical standards and demonstrated ability to build strong, collaborative relationships across the organization.

DESIRED SKILLS & COMPETENCIES

- Engaging leadership style to effectively interface and influence technical and commercial business leaders at the senior level regarding strategies and practices.
- Strong record of delivering results and partnering with the senior leadership team
- Proven ability to manage the staffing challenges associated with a growing multi-site organization, including developing a competitive edge for hiring and retention
- Excellent strategic planning capabilities, including the ability to anticipate the talent and organization implications and priorities of the business units
- Proven ability to drive for One Avantor approach to HR practices and processes in the context of delivering right solutions to the Americas Region business needs
- Experience working in an organization with diverse business structures
- Significant Americas experience and exposure, given current and future employee base in the Americas
- Results orientation...high business acumen/strategic orientation, influence leadership, change leadership – driving a change to execution.
- Proven ability to communicate with and influence a variety of audiences, including senior and executive leadership.
- Excellent leadership skills and history of creating a high-trust culture that empowers employees and fosters a strong team.
- Thorough knowledge of best practice in human resources and employment laws.
- Strong ability to consult with stakeholders, leverage interpersonal and communication skills, and build credibility and trust across a broad range of levels within the organization.
- Ability to analyze, interpret and present data to support business challenges and initiatives.
- Success in leading a globally distributed team.
- Proficiency in Microsoft Office, Word, Excel and PowerPoint.
- Experience with Workday a plus.

LOCATION & TRAVEL



This position is virtual. The Head can reside anywhere in the United States with a preference for Eastern or Central time zones. Travel is anticipated to be 25%.

APPLICATION PROCESS

Please email nominations or your resume and cover letter in MSWORD (not pdf), to cydnee@dubrof.com.

The Dubrof Group is committed to social justice and access to opportunity; we actively cultivate relationships with leaders who have varied life experiences as well as the skills needed to lead strong, innovative organizations. The team is also committed to your privacy and to protecting your personal data. To view The Dubrof Group's privacy policy, please visit www.dubrof.com.

As an equal opportunity employer, Avantor values having a diverse workforce and continuously strives to maintain an inclusive and equitable workplace. We encourage people with a diverse range of backgrounds to apply. We do not discriminate against any person based upon their race, traits historically associated with race, religion, color, national origin, sex, pregnancy or related medical conditions, parental status, sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, or any other legally protected characteristics.