About Axion
Axion BioSystems, is a rapidly growing, private equity backed life science tools company primarily located in Atlanta, GA. We are a global team located across 9 countries, across the United States with 85 employees. We are a leading manufacturer of systems used to evaluate the biology of networked cells (e.g. neurons, cardiac cells, lung and liver) for applications such as cancer research, vaccine development, modeling neurological disease and drug development. Our products are actively used in ground-breaking research in the fields of neurodegenerative disease, cancer immunotherapy, and cardiac safety. Axion's products are used by pharmaceutical and biotech companies, governmental agencies, and universities for drug safety, drug discovery, cell and gene therapy development and disease modeling assays.

Position Summary
Axion BioSystems, Inc. is seeking an entrepreneurial minded Vice President of Human Resources (VP, HR) reporting to the Chief Executive Officer. This position is based in Atlanta, Georgia and is responsible for providing executive-level leadership and guidance to the organization's HR operations.

The VP, HR is responsible for developing, directing, and overseeing the company's HR strategic initiatives in ways that supports the full life cycle of the employee experience, the company's mission, and overall company success. Responsible for setting, enforcing, and evaluating legally compliant human resources policies, procedures, and best practices, and identifying and implementing long-range strategic talent management goals and DEI practices. The ideal candidate will have diverse experience in both large organizations and rapidly scaling companies. This position requires expert knowledge of Human Resources and the ability to develop and support critical capabilities that align with the organization's priorities as well as maintaining up to date knowledge of industry best employment practices.

Responsibilities:
- Understand business dynamics of client organization and drive HR practices and processes that translate business strategies and issues into appropriate HR actions.
- Work with Leadership and develop an excellent understanding on strategic business initiatives, objectives and key deliverables of assigned business units/sites.
- Identify current and future trends/patterns impacting business strategy and global HR standards as well as future business needs and gaps within the organization.
- Serve as the content and technical expert regarding organizational development including assisting in development and implementation of change strategies/management; mergers and acquisition integration; organization structure/role changes; organization culture; process improvements and team development.
- Initiate a Diversity, Equity and Inclusion (DEI) program to shape and deliver experiences, programs and results for our employees to create and translate our strategy and culture providing impactful business results. Work to align initiatives with business strategies & metrics focusing on people, policies and practices that strengthen access and opportunity.

- Advise and coach leadership on how to manage performance complex and sensitive employee relations matters through early intervention and appropriate corrective action.
- Develop and maintain partnerships with stakeholders related to HR to identify opportunities to enhance existing policies and procedures, while maintaining best practices.
- Take the lead in developing and implementing effective employee engagement programs (Focus Surveys, Exit Interviews, and other organizational pulse assessment tools).
- Analyze data reports to identify problems and solutions: researches, develops, and implements competitive compensation, benefits, performance appraisal, and employee incentive programs.
- Work in partnership with Executives to monitor metrics and performance, identifying problems and solutions.
- Take a lead role in the partnership with Administration on governmental charges, proceedings, and lawsuits involving employment practice issues within assigned client groups and mitigate risk and exposure to the business.
- Provide direction and support on employee relations issues to ensure consistency in the application of policies, procedures, and Employee Relation best practices.
- Collaborates with executive leadership to define the organization's long-term mission and goals; identifies ways to support this mission through talent management.
- Identifies key performance indicators for the organization's human resource and talent management functions; assesses the organization's success and market competitiveness based on these metrics.
- Provides guidance and leadership to the human resource management team; assists with resolution of human resource, compensation, and benefits questions, concerns, and issues.
- Maintains knowledge of and ensures compliance with employment laws, benefits, insurance, safety, regulations, and requirements in human resources, and talent management.
- Drafts and implements the organization's staffing budget, and the budget for the human resource department.

Requirements:

- Bachelor's degree in Human Resources, Business Administration, or related field required, Masters or law degree highly preferred
- 10+ years of human resources experience with proven experience as VP of HR or other senior HR role and proven experience in strategic planning and implementation
- Experience with integrations including delivering an exceptional transition experience for employees of all levels coming from various organizations and/or companies and M&As.
- Experience hiring and supporting salaried and hourly population in environments such as manufacturing, distribution, and/or operations.

- Proven experience developing innovative solutions and driving them through to implementation.
- Progressive HR experience with key experience in developing people strategies.
- Ability to influence/coach peers and leaders across the company to drive the right outcomes, strong and proven influencing skills.
- Experience working with remote and distributed teams.

Axion offers competitive pay with bonus opportunity and benefits to include 20 PTO days annually, paid holidays, medical/dental/vision insurance, and 401k plan with company match.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

For immediate consideration, please forward resume along with salary requirement to careers@axionbio.com