

Principal II, Business Process Excellence

Job ID: 00411526

Job Function

Procurement

Schedule

Full-time

Location

United States-California
South San Francisco

Job type

Regular Employee

Company/Division

Pharmaceutical

Job Level

Team Leader

Who We Are

At the Roche Group, about 80,000 people across 150 countries are pushing back the frontiers of healthcare. Working together, we've become one of the world's leading research-focused healthcare groups. A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 30 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. The headquarters for Roche pharmaceutical operations in the United States, Genentech has multiple therapies on the market for cancer and other serious illnesses. Please take this opportunity to learn about Genentech, where we believe that our employees are our most important asset and are dedicated to remaining a great place to work.

The Position

Position: Principal Business Process Excellence

Location: Basel or South San Francisco

Summary:

Team Overview:

The Business Process Excellence (BPE) team is focused on enabling GPP to achieve Best in Class Performance by taking the lead in the creation and improvement of scalable, robust, and streamlined processes. Intent is to enable GPP's Strategy and build robust process capabilities that manifest through the routine delivery of exceptional performance as per business needs. The BPE group partners with the business to deliver business results focused on establishing and improving business processes to improve reliability, increase simplicity, and enable growth. We use a several tools and methodologies within but not limited to Business Process Excellence toolkit to deliver tangible and sustainable business results.

Position Overview:

This position focuses on using Business Process Excellence methodology to perform

business process analysis, design/re-design and optimization to enable the routine delivery of exceptional operational performance

Reporting to the Head of Business Process Excellence - Global Pharma Procurement (GPP), the Principal- Business Process Excellence (BPE) will champion embedding Business Process Excellence across the entire GPP organization and ensuring our organization achieves its vision of becoming the Best in Class within the industry. Person will be simultaneously in a strategic and global execution role to support GPP's journey towards the Best in Class performance. Incumbent will partner with clients across GPP & PT on a regular basis, drive BPE cultural change and build BPE capabilities at grass root as well as leadership level.

Responsibilities:

This individual will be responsible for leading global cross-functional process improvement projects, representing the department as the change agent, partnering with the customers, leading internal efforts within the team, communicating/coordinating/bringing together key stakeholders, resolving conflicts within the team, and delivering real value-add sustainable cross-functional solutions. This individual will mentor project team members and staff in best practices associated with industry and BPE methodologies. This individual will be accountable for following and improving upon the BPE methodology. The work will be done in alignment with the company's values and behaviors.

Requirements:

- * Lead cross functional project teams to: -Create solutions to ensure a continuous improvement culture, including behaviors and measurements using BPE methodology
- * Implement practical and sustainable business processes that best serve the business unit - Deliver project goals on budget and on schedule
- * Develop conceptual customer needs into an approved project charter
- * Analyze business, process and systems performance, and identify improvement opportunities -Identify opportunities for team members to develop, evaluate and manage business case and cost/benefit analyses
- * Make recommendations to Senior Management based on business case and analyses
- * Lead decision making support and make recommendations regarding best options - Communicate proactively with stakeholders and senior management regarding progress, issues and plans for resolution
- * Develop and use project plans to coordinate participants and track and report progress - Leverage industry research and analysis; serve as advocate, mentor & role model for integrating best practices into the organization -Ensure improvement methodology and tools are utilized effectively to maximize benefits
- * Operate with a high degree of autonomy and professionalism; successfully prioritize workload in accordance with business goals

Competencies:

- * Ability to influence with or without direct reports, facilitate groups with diverse perspectives, bring teams to the best solutions. High tolerance for ambiguity, able to create order from

chaos.

- * Takes accountability for actions, drives results, and learns from mistakes. Is direct and truthful and therefore widely trusted - delivers on promises, goals, and expectations. Makes quality decisions and resolves problems rapidly. Asks "what can I do to help?"
- * Ability to communicate effectively up and down, at all levels of the organization, teach and present complex and/or new ideas with clarity and simplicity.
- * Excellent planning and prioritization skills with the ability to multitask and adapt. Able to synthesize large amount of information. Able to deliver results despite shifting environment.
- * Ability to identify problems, define problem statement clearly and accurately and apply structured and disciplined methodology to identify data-driven root causes. Innovative and effective in solution development, risk mitigation, and execution.
- * Partners with customers, looks ahead to predict future customer needs. Manages expectations. Analyzes the state of the business needs and influences the direction of the team and the customers.

Who You Are

Job Qualifications:

- * Education -Science or Engineering BS / BA required, MS, MBA or 12-15 years of business/operations experience
- * Certified/Expertise in proven methodologies such as: LEAN / Six Sigma and BPM (At a minimum Black Belt certification is required. Master Black Belt is preferred.)
- * Minimum 8 years of related analytical, business and operational experience in Procurement/ Supply Chain Management /Manufacturing / Engineering or Process Development.
- * Pharmaceutical / Biotech industry experience a plus. Project Management Experience
- * Minimum of 8 years of Business Process Excellence/ Operational Excellence/ Business Process Management experience required, managing a range of small(<3months) and large(>12months) projects.

Genentech is an Equal Opportunity Employer.