

Principal Human Resources Business Partner

Job ID: 00413558

Job Function

HR Business Partnering

Schedule

Full-time

Location

United States-California
South San Francisco

Job type

Regular Employee

Company/Division

Pharmaceutical

Job Level

Experienced

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

The Principal HR Business Partner is the "local" HR business partner for the Finance and Procurement organizations based in South San Francisco and is part of the Corporate Groups HR and Employee Relations team. This role is the strategic business partner to leaders and leadership teams within the client organizations, including one Genentech Executive Committee member. This position will have to manage complex/matrix relationships on both a local and global level, collaborating effectively across business and HR networks/partners.

The person in this role will consult, advise, coach and partner with the business on people and organizational needs -- ensuring alignment with agreed Group, functional and regional/site initiatives as well as business strategy. This role also partners with leaders to drive organizational effectiveness including change management.

RESPONSIBILITIES:

- Act as key HR point of contact, trusted advisor, and sounding board for client LTs.
- Identify, define and implement solutions that address the needs of the business whilst taking into account the broader implications (e.g. Group HR strategy, other functions).
- Contribute to the business strategy. Drive the People Agenda by applying broad HR skills in the areas of organization design and development, change management, workforce planning, coaching/consultation, program/project management, facilitation

and communication. Plan and implement people/organization solutions aligned to the business & Group HR strategy and goals (i.e., actively sponsoring and leading goals at LT level).

- Ensure excellent alignment and execution of established human resources policies, procedures and Group, functional, and site HR initiatives.
- Successfully execute global and local HR processes (for example, talent management, succession planning, performance management, development planning, compensation planning).
- Partner with Global/Regional HRBPs to align and execute on initiatives and Group processes (this includes providing input to and leveraging tools and templates from CoEs where appropriate).
- Identify talent issues before they affect the business. Act as a talent scout for internal talent for local and global key positions and help develop the next generation of leaders through talent management and career development. Contribute to assessment/selection for senior leaders and other critical positions.
- Determine most efficient and effective way to deliver services based on costs, ratios and appropriate Key Performance Indicators. Collaborate with service organizations.
- Ensure compliance of all HR practices within area of responsibility and with legislative and regulatory requirements, standards and other known relevant policies and guidelines.

Who You Are

- 12-15 years of progressively responsible HR and/or business experience with a minimum of 7 years of HR or related experience and exposure to and competence in HR functional areas
- Bachelor's Degree or equivalent work experience required.
- Possess a full range of functional HR skills – Workforce Planning, Recruitment, Performance Management, Compensation, Organizational Development, Talent Management, Succession Planning, and Change Management
- Proven track record for consistently meeting or exceeding goals
- Bio-tech or pharmaceutical experience a plus
- Broad HR Functional/Technical Knowledge and Expertise
- High Level Project Management Skills
- Excellent Consultation and Influencing Skills
- Demonstrated Leadership Skills

Genentech is an Equal Opportunity Employer.