

Senior HR Business Partner, Product Development

Job ID: 201911-132069

Job Function

HR Business Partnering

Location

South San Francisco
California
United States of America

Schedule

Full time

Job type

Regular

Company/Division

Pharmaceuticals

Job Level

Individual contributor

The Position

Summary:

You will act - in a matrix environment - as the strategic HR Business Partner to US-based Global Leaders and Leadership Teams of the Product Development organization, shaping and executing their people strategy and ensuring effective deployment of HR responsibilities. You will consult, advise, coach and partner with the leaders on people and organizational needs – ensuring alignment with global and local initiatives as well as business strategy. You will report to the Product Development Site HR Head and get strategic direction by the functional Global HR Business Partner(s).

Responsibilities:

- HR point of contact for the assigned client group, trusted advisor, and sounding board for the Leaders and their Leadership Teams.
- Identify, define and implement people/organization solutions that address the needs of the business while 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. Use People Analytics to influence decision making in those areas.
- Ensure excellent alignment and execution of established people practices, HR policies and procedures and Global, Functional, and Site HR initiatives.
- Identify talent issues before they affect the business. Act as a 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 selection for senior leaders and other critical positions.

- Determine the most efficient and effective way to deliver services based on costs, ratios and appropriate analytics tools. Collaborate with servicing 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.

Qualifications/Skills/Experience Required

- 10+ years of progressively responsible HR and/or business experience with a minimum of 7 years of HR and exposure to and competence in HR functional areas
- Bachelor's Degree required, Master's Degree preferred.
- Broad spectrum of HR skills: Workforce Planning, Performance Management, Compensation, Organizational Development, Talent Management, Succession Planning, Change Management
- Highest level of collaboration, partnership, and ability to deliver in a matrix environment
- Excellent Consultation and Influencing Skills
- Proven track record for consistently meeting or exceeding goals
- Biotech or pharmaceutical experience a plus
- Ability to travel internationally to attend global meetings (4-5 times per year)
- Ability to work flexibly and attend global clients needs (frequent early morning meetings/calls)

Position not eligible for relocation.

Who We Are

A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 40 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. Genentech has multiple therapies on the market for cancer & other serious illnesses. Please take this opportunity to learn about Genentech where we believe that our employees are our most important asset & are dedicated to remaining a great place to work.

Genentech is an equal opportunity employer & prohibits unlawful discrimination based on race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital & veteran status. For more information about equal employment opportunity, visit our [Genentech Careers page](#).