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Director/Sr. Director of People Sciences & Culture

Company Overview

Strand Therapeutics is an early-stage biotechnology company utilizing synthetic biology to genetically program mRNA to deliver truly revolutionary immunotherapies.

Building on the idea of creating smart therapies that are capable of making sophisticated decisions, Strand was started by biological engineers working together at MIT who were seeking to apply the concept of the emerging field of mRNA therapeutics. This collaboration led them to build their own mRNA “programming language,” creating the world’s first platform for mRNA smart therapies.

The founders and scientific advisors of Strand Therapeutics are made up of well-known and highly regarded individuals in both academia and the biotech industry. We are located in the Cambridgeport neighborhood of Cambridge, MA.

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Job summary

Strand is looking to build a team that understands the value of working at a start-up. Joining the company now means having vast opportunities to learn and grow including having the exposure to all aspects of building a company. We are looking for people who have the enthusiasm and motivation to be a highly contributing member of a small team. This opportunity will offer the employee the ability to work closely with the founding team, as well as to form close partnerships with team members during the development and formation of the company.

As the Director of People Sciences and Culture, you will be responsible for enhancing culture, recruiting and retaining top talent, scaling the business and maximizing the potential of our team. You will also be expected to share Strand’s commitment to advance and accelerate diversity and inclusion within our workplace. Reporting directly to the CEO and collaborating closely with the leadership team, the best person for this role will provide human resources direction, while at the same time be a “hands-on” HR professional. The position requires experience delivering high-impact people programs around team engagement, team retention, and learning and development. Experience in a fast-paced environment and demonstrated ability to scale, drive, and manage multiple projects and initiatives, with a focus on operational excellence is preferred.

This HR Leader will use existing (and review/recommend new) technology solutions to optimize employee performance. This position will also supervise recruitment, stay on top of new regulations and HR developments, ensure regulatory, legal, and other policy compliance.

Primary Responsibilities:

- Lead the development of a workforce planning strategy and partner with the executive management team to ensure company needs are accounted for and met.
- Lead the development and execution of a competitive and market driven compensation philosophy. Partner with the executive team on the delivery of total compensation plans, including salary and equity structures; and review of compensation for each performance review cycle.
- Direct and partner with Talent Acquisition to attract, develop, and retain exceptional talent.
- Identify new programs or initiatives that can bolster diversity, equity, and inclusion within Strand, and use these to inform and champion an inclusive and equitable company culture and core values.
- Build, scale and reinforce our culture to be one where people want to build their careers.
- Own the development of or improvement of key functions: employee onboarding/offboarding, performance management, benefits administration & strategy, management coaching, and maintaining and ensuring compliance of policies and procedures as company scales.
- Provide support to multiple R&D functions, working cross-functionally and assisting staff at many levels in optimizing the performance of their teams and resolving issues.

Our Ideal Candidate:

- Bachelor's degree and 7-10+ years of progressive, full-spectrum Human Resources experience (Talent Management, Talent Acquisition, Total Rewards, Employee Relations and Compliance).
- Prior experience working in the biotech and/or pharmaceutical industry is strongly preferred and experience at an organization of less than 50 people is extremely desirable.
- A passion for people and a steady focus on the needs of a diverse talent base across the employee lifecycle.
- Certification, training or relevant experience working with diversity, equity, and inclusion in the life sciences industry a plus.
- An appreciation of and the willingness to embrace the unique challenges of scaling an organization.
- High degree of emotional intelligence and ability to drive company culture throughout the organization.
- Thorough knowledge of employment-related laws and regulations.
- Knowledge of and experience with varied human resource information/tracking systems.
- Leadership experience, with direct reports and/or with cross functional teams.
- Track record of program implementation, strategic planning, and managing across multiple important priorities.
- Ability to form strong partnerships and trust with employees regardless of level.
- Excellent interpersonal and conflict resolution skills.
- Excellent organizational skills and attention to detail.

Strand offers a fast-paced, entrepreneurial, team-focused startup environment. We also offer a top-notch benefits package (health, dental, life, vacation, gym, 401k, and commuter) and work/life integration. Being part of the Strand team allows you to become part of a small team that supports professional development while working together to meet Strand's goals.

Strand Therapeutics is an equal opportunity employer. We do not discriminate on the basis of race, color, gender, gender identity, sexual orientation, age, religion, national or ethnic origin, disability, protected veteran status or any other basis protected by applicable law. Strand does not accept unsolicited resumes from any source other than directly from candidates.

Job Type: Full-time

Salary: commensurate with role and experience