

# Human Resources Business Partner EMEA

*At Lonza, we invest in great people. We encourage our employees to challenge themselves and we offer an environment that fosters creativity and success. Headquartered in Basel, Switzerland, we operate production, R&D, and business sites around the world, including Europe, North America, and Asia.*

## **Our vision:**

*We strive to be the leading supplier using science and technology to improve the quality of life.*

## **Our mission:**

*We work with passion, using advanced technologies, to transform life science into new possibilities for our customers.*

***Do you want to help us as we shape the future of this great organization?***

## Job Description Summary

The HRBP EMEA will support the Operations organization in EMEA. They will serve as the regional lead for EMEA, coordinating and harmonizing processes across the sites in the region. In their player / coach role, this role will be responsible for delivering results oriented people strategies that foster the development of a high performing, values driven, growth oriented organization.

The successful candidate will be a proactive, hands on, business minded change leader, with a background in operations, leading large scale change initiatives that deliver results.

## Job Description

### **HRBP - EMEA Company Overview**

Headquartered in Basel, Switzerland, Lonza is one of the world's leading suppliers to the pharmaceutical, healthcare and life science industries. Products and services span its customers' needs from research to final product manufacture. Lonza is the global leader in the production and support of chemical and biological active pharmaceutical ingredients. Biopharmaceuticals are one of the key growth drivers of the pharmaceutical and biotechnology industries. Lonza has strong capabilities in large and small molecules, peptides, amino acids and niche Bioproducts which play an important role in the development of novel medicines and healthcare products. Lonza is also the world leader in microbial control providing innovative, chemistry-based and related solutions to destroy or to selectively inhibit the growth of harmful microorganisms. Its activities encompass the areas of water treatment, personal care, health and hygiene, industrial preservation, materials protection, and wood treatment. In addition, Lonza is a leader in cell-based research, endotoxin detection and cell therapy manufacturing. Furthermore, the company is a leading provider of value chemical and biotech ingredients to the nutrition and agro markets.

As one of the front-runners in the contract manufacture of monoclonal antibodies (mAbs) and recombinant proteins from mammalian cell culture, Lonza produces the essential ingredients for tomorrow's life-saving medicines in four state-of-the-art cGMP multi-product facilities. Customers range from international pharmaceutical companies and large biotechnology businesses to new startups.

Lonza's process R&D services range from vector construction and cell line development to full-scale manufacturing. These include a complete range of analytical services and regulatory support for clinical trials and in-market supply. Lonza can perform tailored work packages or the complete development program. Lonza offers cutting edge development technologies, including early protein target risk assessment programs to their continually upgraded and proprietary GS Gene Expression System.

Lonza offers complete development programs and/or individual work packages. The company has full line development and manufacturing capabilities from DNA to BLA. Lonza also offers a full range of services for antibody drug conjugate production. Mammalian manufacturing facilities are based in the following locations: Portsmouth, NH, USA, Slough, UK, Tuas, Singapore, and Porriño, Spain.

Lonza is listed on the SIX Swiss Exchange and secondary listed on the Singapore Exchange Securities Trading Limited ("SGX-ST"). Lonza is not subject to the SGX-ST's continuing listing requirements. Lonza is subject to the listing rules of the SIX Swiss Exchange, which do not have specific requirements equivalent to the listing rules of

the SGX-ST in respect of interested person transactions, acquisition and realizations, and delisting. In 2014, the company had sales of approximately CHF 4 billion. For more information, visit [www.lonza.com](http://www.lonza.com).

### **Responsibilities include**

- Development and direction of a multi-site based HR Business Partner Team. Ensuring the HR BP Team is aligned with overall operational strategies for recruitment, selection, retention, development, labor relations and total rewards.
- Integrating best-practices across all sites and directing the implementation of standardized global HR processes, and leveraging HR metrics that drive action
- Measuring effectiveness of HR actions, providing leaders with information relating to internal and external labor markets, and leveraging data to drive action
- Developing a talent pipeline to ensure organization is resourced to meet current and future leadership needs
- Leading projects within operations and HR that drive innovation and process improvements / efficiencies
- Providing counsel to leaders in all people related matters and ensuring highest ethical standards are maintained

### **Education**

Bachelors: Psychology (preferred), Post Grad Diploma: Human Resources Management, Business Management Administration

### **Work Experience / Background**

- 5 years' plus leading teams and supporting customers in multiple geographies
- 7-10 years plus in HR with broad experience across multiple areas of specialization and increasing levels of responsibility
- Experience in operations / manufacturing organization within pharmaceutical or biotech industries – cGMP preferred
- Experience delivering impactful solutions to complex business problems in a dynamic and changing environment. Able to drive actions to resolution in a complex matrix organization
- Broad industry knowledge in the field of HR

### **Skills / Areas of Expertise**

- Experience with assessments, organizational analysis, and business process re-engineering
- Ability to foster relationships at all levels and become a trusted advisor to senior leadership.
- Ability to lead teams, build followership, and enhance engagement without direct control
- Able to leverage data and formulate strategies to address internal workforce and external labor-market trends
- Experience facilitating and leading business process improvement initiatives within HR and business
- Knowledge of manufacturing in the pharmaceutical or biotech industries
- Experience in coaching, leadership development and succession planning with demonstrated success in building talent pools and leadership pipelines
- Ability to exercise good judgment to make decisions without full understanding of all relevant facts in a fast paced environment

### **Education**

Bachelors: Human Resources Management

### **Work Experience**

HR (Intermediate)

### **Language(s)**

Englisch