

Biomapas is a functional and full outsourcing solution provider to the global life science industry, with key expertise in Clinical Trials, Regulatory Affairs and Pharmacovigilance. With headquarter in Lithuania and offices in Switzerland, Russia, Georgia, Ukraine and Sweden, Biomapas operations are spread over 4 continents, concentrated in Europe, Russia and former CIS region.

Biomapas is looking for a leader to join our group of companies as **Head of Human Resources** with goal globally promote corporate values and enable business success through job design, recruitment, performance management, training & development, employment cycle changes and talent management.

Key responsibilities of Head of HR include:

- Develop and implement HR strategies and initiatives aligned with the Company strategy.
- Develop and implement HR procedures and processes.
- Support current and future business needs through the development, engagement and motivation of Company personnel.
- Support management by providing human resources advice, counsel, and decisions; analyzing and information.
- Manage the recruitment and selection process: maintain recruitment database; profile screening, interviewing, testing, and reference checking.
- Create strong Employer branding in the market.
- Support the employee onboarding and induction process.
- Oversee and manage a performance appraisal system that drives high performance, maintain benefits program.
- Assess training needs to apply and monitor training programs.
- Ensure legal compliance.

Requirements of the role:

- University degree.
- Experience working in HR area at International Company.
- Experience in managing team either directly or matrix.
- Experience in establishment, supervision, execution of Performance Management system.
- Experience in development and execution of HR policy.
- Experience and broad knowledge of Employment Law and practices, compensation, organizational planning, organization development, safety, training and development.
- Ability to architect strategy along with leadership skills.
- Excellent interpersonal, active listening, negotiation and presentation skills.
- Fluent English. Knowledge of Russian would be an advantage.
- People oriented and results driven.

For more information please contact +370 37 366307 or e-mail to personalas@biomapas.eu

We kindly inform we will respond to selected applications only.