

ReCor Medical

Ultrasound Denervation Therapies

VP, Human Resources

Department: Human Resources

Reporting to: President & CEO

Location: Palo Alto

Workplace type: Hybrid

Expected Travel: 5%

About ReCor Medical

At ReCor Medical, we are pioneering Ultrasound Renal Denervation (uRDN) therapy to treat hypertension, the leading cardiovascular risk factor in the world. With our Paradise™ uRDN System, we're on a mission to provide the millions of people who suffer from hypertension with a non-drug and minimally invasive option to lower their blood pressure safely and effectively. Join us on our journey and make a meaningful impact on the lives of people around the globe.

Position Summary

The Vice President, Human Resources is a key leadership team member reporting to the President & CEO and will be responsible for developing and executing human resource strategy, plans and programs in support of the organization's strategic plan, specifically in the areas of talent management, employee engagement, recruitment and retention, performance management, training and professional development, compensation and total rewards, succession planning, and diversity, equity and inclusion. The VP of HR will serve a pivotal role in fostering and enabling ReCor's core values and culture.

Responsibilities and Duties

Plan, lead, direct and coordinate the global programs, policies, processes, activities, and staff of the Human Resource function, ensuring legal compliance and alignment with the organization's strategic direction and values.

- Lead organization design and develop the organization's collaborative strategic planning process and align HR plans and priorities to support the successful fulfillment of global strategic objectives.
- Consult with the CEO, HR and key leaders on organization effectiveness issues for current state and future growth development
- Direct the development and implementation of a strategic workforce plan consistent with company values and competencies
- Create current and multi-year hiring and retention forecasts to enable the business to facilitate long-term workforce planning
- Plan, implement and evaluate the organization's training strategy and professional development initiatives that support growth of employee skills, competencies, and career pathways.

- Coach and collaborate with managers in developing management leadership programs and develop professional programs for team members
- Support people managers to develop their team members through career path discussions, training, and innovative work experiences
- Leverage expertise in change management and large-scale program management to ensure initiatives are aligned with business strategy, have adequate executive sponsorship to be successful, take into account organizational capacity, and are otherwise set up for success
- Develop forward-looking strategies and approaches to staffing models, recruiting, retention and employee engagement that enhance the organization's competitiveness in a dynamic talent market.
- Assess and develop a competitive total rewards philosophy and programs that will attract, motivate and retain talent, while ensuring pay practices are effective and administered consistently across the organization.
- Continue to foster ReCor's core values and promote diversity, equity and inclusion.
- Provide confidential, objective and trustworthy support to leaders and managers across the organization on all matters related to HR and employee relations.
- Drive and enhance an effective performance management process and program that links individual performance to the organization's strategic goals and plans, supports leaders and managers in fostering a culture of coaching and real-time feedback, and inspires trust, growth and accountability to personal and collective shared success.
- Ensure the organization's compliance with federal, state, and local employment laws and regulations,
- Develop and effectively manage the HR Global Team and the departmental budget.
- Perform other duties as required.

Education & Experience

- Bachelor's degree in Human Resources, Business Administration, or related field required; Master's degree preferred.
- 15+ years of combined human resource management and leadership experience required.
- SHRM-CP, SHRM-SCP, or SPHR are preferred.
- Demonstrated experience in all HR functional areas including leadership development, instructional/curriculum design; large-scale program design, development and delivery; team development; coaching and mentoring program management; and a solid understanding of the intersectionality of leadership development programs with talent management processes.
- Experience leading complex, organization-wide initiatives

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- Experience overseeing management of compensation, benefits, employee relations, talent management, training and development, performance management, recruitment, and succession planning. Brings an experience toolbox that has breadth and depth.
- Must have the ability to build personal credibility and impact through influencing others, leading people and communicating clearly and have positive, collaborative internal relationships across all levels of the organization.
- Strong interpersonal skills, verbal and written communication skills are critical. Should have experience, ease and proficiency presenting to large and small groups, facilitate senior leader conversation, reaching consensus and arriving at clear decisions.
- Experience creating and tracking metrics to measure the success of programs.
- Demonstrated strong business acumen and judgment, acute problem-solving skills, and commitment internal customer satisfaction.

Salary range: \$ 276,000 - \$ 312,000 (Commensurate with experience, skills, education and training)

COVID-19 vaccination requirements

At ReCor Medical, we care, we collaborate, we challenge, and we create. Pursuant to these core values, we are focused on the health and safety of our employees, as well as the teamwork essential for innovation of our pioneering technology.

COVID19 vaccines are required for all ReCor US office employees effective June 10, 2021, as well as all new US office employees joining our company. Fully vaccinated persons are those who are ≥ 14 days post-completion of the recommended series of an FDA-authorized COVID-19 vaccine.

Equal Employment Opportunity

At ReCor Medical, we value bringing together individuals from diverse backgrounds to develop new and innovative solutions for patients. As an equal opportunity employer, we do not discriminate on the basis of race, color, religion, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information gender identity or expression, sexual orientation, marital status, protected veteran status, or any other legally protected characteristic.