

Vice President, Strategic Resourcing

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Company: Parexel

Location: Poland

Category: other-general

When our values align, there's no limit to what we can achieve.

Parexel is aiming to appoint a Vice President, Global Strategic Resourcing to join our global Operational Excellence Delivery Team. Reporting to the Senior Vice President, Operational Excellence Delivery, this person will lead and support key strategic initiatives to ensure continuous growth and improvement of the organization and resource management.

The Vice President, Strategic Resourcing will partner with the business leaders across clinical development and project management to support delivery and execution through:

Establishing and owning core global cross-functional resourcing capacity planning and management processes that align to the organizations' strategic vision and empowers Functional Resource Heads to make decisions and respond quickly and efficiently to business needs

Establishing proactive cross-functional resourcing forums to drive collaboration and strategic resource capacity planning and management across the business

Serving as Business SME/Owner for resourcing systems, tools & dashboards to improve visibility and accuracy of resourcing

Ensuring compliance to resourcing processes, systems and tools through development and oversight of key performance indicators

Key Accountabilities

Strategic Business Partnering

Support the evaluation of operating models and their impact on costs and headcount

Develop and improve upon resource algorithms, providing data and financial analysis to create and communicate meaningful resourcing solutions as well as adapting resourcing models and processes to an ever-changing corporate environment

Partner with global functional department resource management heads to support capacity management based on current capacity, headcount/budget constraints and demand

Establish operationally applicable metrics to support business operations, delivery and project teams to drive profitability improvements (productivity, cost, capacity and alerts) through the use of various analytical tools

Focus on implementing a data driven approach to optimizing cross-functional resource deployment, productivity and costs enabling strategy discussions, action and decisions

Participate in the development of advanced algorithms through use of machine learning from historical data and/or use of AI to optimize resource management

Provide input and support the roadmap, refinement, integration, compliance and roll-out of core resourcing source systems to capture key resourcing data

Analysis of training needs and support with training / mentoring development and delivery for resourcing team members

Enable talent skill mapping, leveraging skills of associates and promoting opportunities of growth

Execute applying strong project management skills, including monitoring work-plans, and keeping key stakeholders informed

Maintain a good understanding of industry best practices on resourcing and drives to apply to resourcing model when relevant

Participate in workshops and meetings with leadership to provide input and elicit decisions on strategic resourcing needs

Provide resourcing overview (key performance metrics/compliance) to operational leaders as appropriate

Collaborate with Human Resources and Senior Management regarding general recruitment needs, ensuring that future project needs are met (staff and experience levels)

Maintain a positive, results orientated work environment, building partnerships and modeling teamwork, communicating to the team in an open, balanced and objective manner

Skills

Excellent interpersonal, verbal and written communication skills

Ability to interact professionally with a strategic and client focused approach to work

Strong analytical skills and an understanding of planning processes

Capability to anticipate and identify, address challenges and issues proactively

Ability to take initiative and work independently

Own full accountability for all resourcing related requirements and tasks

Excellent computer and internet skills including knowledge of MS-Office products such as Excel, Word and PowerPoint

Education

Bachelor's degree or equivalent required; ideally degree in business, life science or other related background

Minimum Work Experience

10 or more years relevant experience required

5 or more years CRO or drug development resource management experience required

Effective utilization of resource database platforms

Project Management Professional (PMP) certification and/or training in project management preferred

Extensive experience managing key stakeholders in a complex, matrixed and international business environment

Successful track record influencing clients and stakeholders through value focused conversations

Ability to take informed decisions and to mediate between conflicting stakeholder expectations

Regular exposure to C-level and hosting resourcing related discussions

Experience working at a higher level of complexity in a large CRO environment

Travel: up to 5% domestic and international travel for business meetings and conferences

Language Skills

Excellent, fluent verbal and written English language skills.

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