

KIERSTEN DICHIARO

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SUMMARY

- Seasoned HR executive with 20+ years in life science companies seeking an impactful HR leadership role
- Consistently rated as top talent promoted every ~two years due to track record of exemplary experience
- Versatile background spanning nimble start-ups to top global organizations
- Recognized as a collaborative, deeply engaged strategic partner who drives timely and effective business outcomes
- Highly skilled in building cohesive teams, coaching executives, and mentoring future leaders
- Built innovative HR programs and comprehensive total rewards strategies partnering with boards

EXPERIENCE

CARDURION, BURLINGTON, MA

2022–2025

Senior Vice President/Head of HR

Private biotech translating world-class cardiovascular expertise into groundbreaking therapeutics for patients

- Provided strategic HR advisory and direction to drive organizational success reporting to the CEO and on the LT
- First HR hire responsible for transitioning from an outsourced HR model; transitioned under budget and <6 months
- Built and implemented Total Rewards program, improved benefits package and saved ~\$200k annually
- Developed and led the HR function, laying the foundation for an engaging workplace culture; kept turnover < 6%
- Designed and implemented effective organizational structures; hired 60+ employees/200% company growth

FLAGSHIP PIONEERING, CAMBRIDGE, MA

2020–2022

Vice President, Enterprise HR

Healthcare VC that creates, resources, and builds life sciences companies that invent breakthrough technologies

- Built and led a team of 4 to develop and execute HR strategies; supported 25+ start up lab companies/1000 employees
- Drove cultural evolution and performance optimization as HR head; reduced turnover in one company by 50%
- Revamped Performance Management approach with a focus on engagement and culture; increased engagement 20%
- Led creation of a Transition Playbook for companies transitioning, successful transition of several companies

MODERNA, CAMBRIDGE, MA

2017–2020

Head/Vice President, HR Business Partnering (promo), CMC

Public clinical stage biotech focused on delivering a new generation of mRNA medicines

- Developed and executed a Master People & Capabilities Plan to meet CMC LRP; increased internal promos 25%
- Based on past success, led office move of 200 Tech Dev and G&A employees: no increase in turnover
- Spearheaded a company-wide cultural transformation; increased employee engagement scores by 15%
- Led several change-management initiatives; achieved adoption rates of 95% to drive operational improvements
- Promoted from Senior Director HR, Tech Dev & Mfg to Vice President in rapid time based on excellent performance

JOHNSON & JOHNSON, NEW BRUNSWICK, NJ

2011–2017

HR Lead, Global HR Process Design

\$70b Global Leader in Healthcare with over 125,000 employees in 60 countries

- Led global implementation of over 25 standardized processes in 4 EU countries
- Selected for key HR leadership role among 20+ internal candidates based on track record; designed and built new team
- Consistently rated as top talent and rapidly promoted approximately every two years based on high performance

AMGEN, THOUSAND OAKS, CA

2004–2010

Senior HR Manager, Quality & Tech Development

\$14b Leading global biotechnology company with 12,000 staff members.

- Rapidly promoted and took on expanded responsibilities several times during tenure based on exceptional impact

EDUCATION

[CALIFORNIA LUTHERAN UNIVERSITY](#), THOUSAND OAKS, CA

2012

School of Management

- MBA, Management & Organizational Behavior
- GPA 3.8/4.0
- Completed while working full-time

[BYRANT UNIVERSITY](#), SMITHFIELD, RI

2004

College of Business

- BS, Management with Minor in Communications
- Summa Cum Laude
- GPA 3.5/4.0
- Completed while working full-time

ADDITIONAL INFORMATION

- Society for HR Management (SHRM) Member; 1996 – present
- Chief, Professional Network for Women Executive – Member; 2023-2024
- Nerdy Girl Success Advisory Board Member; 2023-2024
- Human Capital Institute Strategic Workforce Planning Certification; 2020
- Human Resources Certification Institute - Senior Professional in HR Certification (SPHR); 2000-2020
- Project Management Institute – Project Management Professional Certification (PMP); 2006-2026
- Core values – integrity, respect, trust, resilience
- DISC Profile – I, D, S, C | Insights Profile – Dual Yellow/Red, Blue, Green | MBTI Profile – ENFP
- Mom to Mia, 17 and a junior in high school and wife to John for 20 years; family is my why.

