**MARGARITE OMID**

Belmont, MA 02478 | (617) 645-4770 | [Margariteomid@gmail.com](mailto:Margariteomid@gmail.com)

**SR DIRECTOR, HUMAN RESOURCES | VP HUMAN RESOURCES LEADER**

**Senior Management Advisor | Change Management | Workforce Planning**

Performance driven and highly strategic Human Resources Business Leader and Executive Coach with diverse experience in the biotechnology and life sciences industries across R&D and Commercial functions. Partner with key leaders to develop and drive talent management and organizational strategies that transform the business. Apply strong business acumen with a pragmatic, collaborative communication style to address key organizational challenges and achieve strategic business objectives.

**Areas of Expertise**

Performance / Talent Management | Employee Engagement | Succession Planning | Organizational Development

**Work Experience**

**Pfizer Inc,** Cambridge MA **2016 - 2025**

Global Pharmaceutical company that discovers, develops and delivers therapies worldwide

**Sr. Human Resources Leader - Discovery and Early Development**

HR strategic partner for the Discovery and Early Development organization, lead organizational design and development, engagement strategies and culture development for over 2000 colleagues globally. Co-create vision and strategic plan for the new organization with leader.

* Spearheaded engagement strategies and plan to drive up colleague engagement after significant reduction in force; maintained retention of key talent.
* Designed and developed key development programs for scientific leaders in partnership with leaders and talent mgt team.

**Sr Director, Human Resources Lead**

HR Site leader and HR strategic partner for 3 Chief Scientific Officer and 3 Chief Development Officers in the areas of rare disease, internal medicine and immunology and inflammation and Head of Early Clinical Development. Lead HR organization for Pfizer Cambridge R&D site and support over 1000 employees.

* Managed a team of HR business partners, providing guidance, support and development.
* Advised and guided leaders on organizational strategy, workforce planning, talent strategy, succession planning, culture and engagement strategies.
* Led HR integration for acquisitions in Rare Disease and Inflammation and Immunology in Research and Development.
* Drove integration and successful implementation of HR processes, culture and talent integration into key areas of the business.
* Led Cambridge site wide compensation and benefits market analysis to address concerns around retention and attraction of scientific and medical talent. Implemented key benefit and compensation enhancements for local site to build positive employee brand and reduced turnover.

**Biogen,** Cambridge MA **2008 - 2016**

Global biotechnology company that discovers, develops, and delivers to patients worldwide therapies for the treatment of neurodegenerative diseases.

**Director, Human Resources, HR Business Partner 2013 - 2016**

Provided strategic HR Business Partner support and leadership to senior leaders across the R&D organization (Regulatory, Quality & Compliance, Safety, Clinical Operations and Medical Writing).

* Advised and guided leaders on organizational strategy and talent management to enhance performance globally. Performed workforce and succession planning, coaching, and organizational design and planning.
* Selected as a key member of HR team to build, facilitate, and partner with leaders to create vision and strategy for two new independent innovation organizations: 1) the ALS iHub dedicated to accelerating the discovery and development of novel therapies for ALS, and 2) the value-based medicine iHub that focuses on new technology to develop innovative programs and tools to better manage the treatment of multiple sclerosis.
* Led cross functional team to develop and implement Career Success Profiles, a competency and career model for the Global Regulatory Organization. Led the deployment and change management efforts of this new tool globally to 200 employees and five countries. Initiative led to an increase in more robust development plans and a clearer understanding of the career paths and promotional opportunities in the organization.
* Drove increased team effectiveness with the Global Regulatory Affairs leadership team by facilitating team effectiveness discussions and coaching team leaders.

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**Associate Director, Human Resources, R&D 2010 - 2013**

Provided Strategic HR Business Partner support to the Chief Medical Officer and the Development Sciences Organization, supporting approximately 500 employees globally. Member of the Development Sciences Leadership team, providing forward thinking approaches to talent management, employee engagement and workforce planning.

* Led organizational transformation for the Global Clinical Operations function to transition the business to one preferred CRO partner. Facilitated process and approach with clinical operations leadership team to diagnose organizational structure, roles, resource requirements and change management plan to improve the overall effectiveness and performance of the business.
* Managed and provided direction to a team of HR Business Partners in Cambridge, MA and Maidenhead, UK.

**Associate Director, Human Resources, US Commercial 2008 - 2010**

Strategic HR Business Partner to the Oncology commercial business unit, Global Commercial Strategy and Global Medical Affairs, supporting 300 employees. Provided consultation and coaching to leaders.

* Developed and designed leadership training curriculum (performance management, employee development planning, and delivering feedback) for sales and medical affairs leaders.
* Led HR planning activities in partnership with senior leaders to divest oncology commercial business to Genentech and transition 150+ sales roles. Over 40% of roles were transitioned within Biogen and/or Genentech.

**Fresenius Medical Care North America,** Waltham, MA **2007 - 2008**

Health Care and Medical Device Company.

**Human Resources Business Partner**

HR Business Partner for Regulatory, Quality, Sales, Marketing / Finance Organization for Renal Therapies Division.

* Provided HR consulting, coaching and leadership to senior managers in the areas of succession planning and development, compensation, talent acquisition, leadership development, and performance management.
* Drove and implemented transition from an anniversary review system to a focal review process for the Renal Therapies Division. Created and delivered training materials for managers, and designed communication plan and tools to implement focal review program across the organization.
* Partnered with senior sales leadership to redesign sales commission structure which resulted in a streamlined calculation process and greater alignment with business results to sales force activities.

**Parexel International,** Lowell, MA **2002 - 2007**

Worldwide CRO (Contract Research Organization) biotech/pharmaceutical outsourcing organization.

**Human Resources Consultant/Manager**

HR Business Partner for the PAREXEL Consulting organization (which includes Regulatory and GMP/GCP Compliance consulting), Clinical Operations and Perceptive Informatics Technology businesses. Supported approximately 250 employees in the United States and Canada.

* Managed talent acquisition/recruitment process, developed recruitment strategy, and created workforce plan to achieve aggressive staffing objectives.
* Led organizational design initiative to develop competency models, job descriptions, and talent assessment process for the quality organization.
* Developed and delivered worldwide compensation management and salary planning training to HR Organization and business managers.
* Created and implemented employee development process with key managers. Delivered key manager development training.

**Surebridge, Inc.,** Lexington, MA **2000 - 2002**

A software consulting company consisting of 150 employees.

**Human Resources Manager**

Selected as HR leader for the implementation of merging of two acquired companies. Integrated approximately 50 employees into the organization, involved in benefits analysis, compensation analysis and culture integration.

* Consulted and coached middle and senior managers with employee relations, performance issues, compensation, employment law, terminations, and problem resolution.

**Education**

**Bachelor of Business Administration, Marketing**

The George Washington University, Washington, D.C.