

Leila Gjika, SHRM-SCP

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HUMAN RESOURCES EXECUTIVE

Proven HR leadership in the biotech and life sciences industries

Empathetic and inspiring Human Resources Executive with 20 years of experience across HR, consulting, and coaching. Passionate about helping employees thrive by building effective HR programs and inclusive workplace cultures. An influential thought partner to executives with a history of helping companies to grow and scale by aligning HR strategies with organizational goals and navigating complex business challenges. A highly effective change agent who values human capital as an organization's greatest asset. Known for deep professional integrity, emotional intelligence, and conflict resolution skills.

SKILLS SUMMARY

Human Resources Strategy ▪ Change Management ▪ Strategic Workforce Planning ▪ Organizational Transformation
High-Performance Culture Development ▪ Executive Coaching and Support ▪ Leadership Development
Management Training ▪ System/Process Development ▪ Business and HR Data Analysis ▪ Board Collaboration
Stakeholder Communications ▪ Employee Engagement ▪ Compliance/Risk Management ▪ Coaching and Mentoring

PROFESSIONAL EXPERIENCE

Harbinger Health | 2022 – Present

Highly dynamic, entrepreneurial, and innovative company (part of Flagship) pioneering early cancer detection innovation using AI and biological insights.

SENIOR VICE PRESIDENT, HEAD OF HUMAN RESOURCES

Hired as Harbinger's first HR employee to develop systems, processes, best practices, and infrastructure to support the growth and scaling of this biotech company. Built Harbinger's HR function from the ground up, partnering with leadership to assess needs and design end to end frameworks with scalable systems, policies, and tooling for biotech growth. As the HR function matured, built a robust HR team aligned with business objectives. Key contributions include:

- ▶ Partnered with the CEO to recruit and hire an executive team, including CFO, CBO, COO, and CCO.
- ▶ Formed an HR team that collaborated with leadership as change agents, driving initiatives to adapt and evolve organizational practices.
- ▶ Drafted strategic plans to create HR operations and total rewards separate from the parent company and worked with the Board and CEO to align with Harbinger's growth and innovation goals.
- ▶ Designed hiring plans for scientific, operations, and leadership roles; built a strong employer brand to attract top talent.
- ▶ Coached leadership on using business culture to meet organizational goals and fostered a high-performance, collaborative, and mission-driven environment.
- ▶ Elevated the employee experience by promoting work-life balance, championing DEIB initiatives, AI, and implementing targeted engagement and appreciation programs.
- ▶ Chaired a compensation committee to design and deliver competitive total-rewards packages that attract, engage and retain top talent.
- ▶ Provided HR-related insights to the Board and C-suite on M&A, funding rounds, and IPO readiness.
- ▶ Established a learning and development program providing manager training, performance review processes, and employee resources for career growth and upskilling.
- ▶ Monitored and maintained compliance with employment law and industry regulations.

Ultivue | 2021 – 2022

Global company supporting precision medicine research by enabling advanced exploration of tissue samples with InSituPlex®.

DIRECTOR OF HUMAN RESOURCES AND TALENT ACQUISITION

Analyzed HR operations and processes to develop the human resources department, allowing this biotech company to grow and prepare for Series C funding.

- ▶ Expanded and evolved the HR function, defining strategic priorities and building frameworks that supported R&D, clinical, and commercial success.
- ▶ Spearheaded a team in talent acquisition, strategic workforce planning, and holistic employee engagement efforts.
- ▶ Oversaw FDA, GMP, GLP, HIPAA, and OSHA compliance, including training on regulatory updates and industry trends.

PROFESSIONAL EXPERIENCE CONT'D.

- ▶ Implemented a new HRIS and analytics program (ADP) to optimize HR insights and inform key decision-making.
- ▶ Headed employee surveys and a culture committee to enhance employee engagement and inclusivity.
- ▶ Orchestrated competitive compensation and incentive programs to attract and retain top talent.

Munters, Inc. | 2019 – 2021

Publicly traded, European-based manufacturing company with 4,000 employees globally and eight locations in the Americas.

HEAD OF HUMAN RESOURCES AND TALENT ACQUISITION, AIRTECH-SITE

Transformed HR operations for the US headquarters, creating a true strategic business partner role supporting cross-functional business heads after a significant business restructuring. Led through change by championing HR vision, maintaining excellent internal communications, and building sustainable infrastructure, policies, and best practices.

- ▶ Directed a team of HR Business Partners in day-to-day people operations for all American locations.
- ▶ Analyzed labor issues with employee categorization and identification and created a solution to bring operations into compliance and restore credibility of the HR organization.
- ▶ Centralized shared services across the eight locations to eliminate redundancies and reduce costs.
- ▶ Crafted employee training and onboarding initiatives to reduce turnover rates by 2% in year one.
- ▶ Designed workforce plans and candidate pipelines, adding 80 employees across functions to support growth strategies.
- ▶ Guided the organization through the COVID pandemic by creating plans for each location that aligned with state and federal guidelines while addressing site-specific issues.

Dutch Ophthalmic USA/MicroVision Inc. | 2016 – 2019

Global, European-based company that manufactures and distributes ophthalmic surgical devices to global customers.

DIRECTOR OF HUMAN RESOURCES AND TALENT ACQUISITION

Led all US human resources operations for a mid-size organization of with two locations. Served as a thought partner to the CEO in creating and executing strategic plans in alignment with global goals.

- ▶ Led a major restructuring, including hiring a new executive team to align with overall goals and culture.
- ▶ Executed a human resources plan that reduced employer risk and communicated clear objectives to benefit both the company and employees.
- ▶ Blended business culture across the two locations by defining vision, retaining positive culture components from each location, and obtaining employee buy-in.
- ▶ Launched a new HRIS system to improve accuracy and legal compliance while generating \$50K in annual savings.
- ▶ Partnered with the CEO to build a competitive total rewards package which delivered \$150K in cost savings annually.
- ▶ Instituted best practices for performance management, including performance-related pay policies.
- ▶ Delivered \$150K in cost savings by designing an internal talent strategy to attract and retain the best talent.

Peak Business Consultants, LLC | 2006 – 2016

Business consulting firm focused on financial leadership and human resources strategy and services.

HR STRATEGIC EXECUTIVE CONSULTING LEAD

As the company's lead HR consultant, built a portfolio of clients, providing strategic consulting on a wide range of HR issues such as recruiting, compensation, benefit management, legal compliance, employee development, culture, and training. Increased revenue by 15% YOY through business development and retention efforts.

- ▶ Collaborated with client leadership to define goals, audit HR processes, and build strategic plans.
- ▶ Steered HR projects related to organizational restructuring, compensation management, benefits, recruiting, employee relations, management training, performance management, and more.
- ▶ Achieved 50% reduction in cost to group benefits portfolio for largest client.
- ▶ Trained executives in legally approved employee relations investigative measures to secure mutually beneficial results.

EDUCATION, CERTIFICATIONS, AND CREDENTIALS

Bachelor of Business Administration, Organizational Leadership and Management: Southern New Hampshire University
Senior Certified Professional (SHRM-SCP): Society for Human Resource Management (SHRM)
Certified Coach Training: EZRA