

Jackie Welsh, MS

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jathreatt@yahoo.com

DYNAMIC HUMAN RESOURCES LEADER / SENIOR DIRECTOR / SENIOR BUSINESS PARTNER

Accomplished and dedicated human resources leader, trusted advisor, and business partner with extensive experience in HR operations and process improvement; a true HR Generalist with demonstrated success aligning human resources initiatives with business goals to strategically build and lead the HR function. Industries include biotech, biomanufacturing, pharma, medical device, manufacturing, high tech, eCommerce, government, retail, and professional services.

- Operates efficiently in lean organizations, recruiting, retaining, and partnering with a highly talented workforce.
- Demonstrated experience driving HR initiatives to support business strategy.
- Positive team player with a high level of energy, enthusiasm, and professionalism.
- Lead organizational development and change initiatives, advising management on important workforce issues.
- Articulate and poised communicator, creative thinker, and problem solver.
- Relationship-builder, and driver of talent management initiatives, especially in times of transition and rapid growth.
- Big picture thinker; highly skilled in building HR infrastructures.
- Flexible, adaptable, and composed in fast-paced, high-pressure environments with rapidly changing priorities and multiple leadership styles.
- Trusted to work independently and diplomatically to effectively handle multiple and shifting / competing priorities.
- Brings mission-critical projects in on tight schedules.

PROFESSIONAL COMPETENCIES

- | | | |
|--|-----------------------------------|----------------------|
| ◆ Onboarding & Retention | ◆ U.S. & International Labor Laws | ◆ Employee Relations |
| ◆ Talent Acquisition/Talent Management | ◆ Benefits & Compensation | ◆ Communication |
| ◆ PFML/FMLA/Leave Management | ◆ HRIS Systems / Payroll | ◆ Acquisitions |
| ◆ Performance Management | ◆ Training & Coaching | ◆ HR Compliance |
| ◆ Change Management | ◆ Workforce Integrations | ◆ Workforce Planning |
| ◆ Contract Negotiations | ◆ Behavioral Interviewing | ◆ Problem Resolution |

TECHNICAL COMPETENCIES

- | | | |
|-----------------------|--------------------------------|----------------------|
| ◆ ADP Workforce Now | ◆ Workday | ◆ Greenhouse |
| ◆ Oracle CRM OnDemand | ◆ Transcendive Express Options | ◆ LinkedIn Recruiter |
| ◆ Fidelity 401(k) PSW | ◆ SharePoint | ◆ Jobvite |
| ◆ Employee Navigator | ◆ Computershare | ◆ Teams/Jabber/Slack |

PROFESSIONAL EXPERIENCE

Head, Human Resources

QUERA COMPUTING INC.

Sep 2023 – Nov 2024

Globally growing, with over 65 employees, and 3 entities, including R&D, Engineering, with manufacturing scaling, QuEra is the scientific and commercial quantum computing leader with a neutral atom platform; the first publicly accessible quantum computer on a major public cloud. QuEra is developing large-scale, fault-tolerant quantum computers to tackle problems that classical computers cannot.

- Wearing both tactical and strategic hats, with a very hands-on/operational mindset, responsible for building the HR function, including policies, processes, compliance.
- Built and led HR team to its current and successful state.
- Partnered with leaders in establishing UK and Japanese entities, including hiring, ensuring compliance, and administration of their benefit programs.
- Conducted first compensation market assessment, playing key part in retention efforts.
- Provided regular consult to executive leadership and department heads on all employee matters.
- Provided thought partnership to leaders during major leadership changes; supported org as they weathered the organizational and cultural changes.

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Director – Talent & Culture

2020 – 2023

ONCORUS, INC., Andover, MA

With over 80 employees, in two sites, including R&D and Manufacturing, Oncorus was a biopharmaceutical company focused on developing next-generation viral immunotherapies, which were designed to selectively attack and kill tumor cells and deliver transgenes to stimulate multiple arms of the immune system against tumors.

- Drove and built out the HR function for two sites. Wore a tactical, strategic, and consultative hat, built strong relationships with leaders, coached each on staff related matters, including, but not limited to, performance management, training (i.e. Diversity and Inclusion, Anti-Harassment), and complex employee relations matters. Met or exceeded goals. Started as a consultant in Nov 2021 through Willmott and converted to FT Associate Director in May 2021. Promoted to Director July 2022. Supported the following functional areas: R&D, Manufacturing, Tech Ops, Quality, Process Development, Facilities, Clin Ops, and G&A.
- Established processes, led lean HR team through high growth, change, streamlined onboarding, improved team communication and positive candidate and new hire experience.
- Partnered with leaders and team members to coach and support through lots of change, including pandemic evolution, site closure and consolidation, administered 3 layoffs, lead and supported team members through exec team member's passing, and eventual company closure.
- Oversaw Company's culture committee (Culture Lab); ensuring culture initiatives continue as company scales.
- Responsible for annual input to Radford comp survey platform; building out new comp grid for manufacturing org.
- Provided thought partnership to department leaders on talent management, performance management, incentive comp, retention plans, and promotions.
- Member of site Safety Team; partnered with function leaders to drive and support safety initiatives and compliance.
- Business and savings-minded, negotiated several recruitment agreements to yield agency savings.
- Drove implementation of all HR processes, company's first HRIS system (ADP Workforce Now), Performance Management/Goals system (Smartsheet), and new ATS system (Greenhouse).
- Partnered with COO on various topics at executive team meetings.
- Prepped employee information for data room during due diligence process.

Director – Human Resources

WUXI NEXTCODE GENOMICS USA, INC. (now Genuity Science), Cambridge, MA

2017 - 2019

Over 600 employees worldwide (Dublin, Ireland, and Reykjavik, Iceland and formerly in Shanghai), contract genomics organization (CGO) with the only global standard platform of its kind for storing and correlating large volumes of genomic data, using population genomics, precision medicine, drug discovery, and wellness initiatives to improve health globally.

- Responsible for building company's HR function, establishing several processes while leading a lean HR team through high growth, change, and complex global business structure, resulting in streamlined onboarding, improved team communication and positive candidate and new hire experience.
- Provide thought partnership to department managers on topics such as talent management, employee relations matters, incentive comp, retention plans, and promotions.
- Provide HR support and partnership through the due diligence and key acquisition of our Dublin, Ireland site.
- Drove implementation of company's first application tracking system and employee engagement survey.
- Partner with CEO and other C-level leaders creating several communication pieces addressing employee matters.
- Collaborate regularly with fellow HR site leaders to ensure dissemination of relevant company information.
- Represent and Lead HR function at Senior Leadership Team meetings, reporting out HR metrics.

Senior Human Resources Business Partner (director-level consultant/contract role)

Willmott & Associates (at ARIAD/TAKEDA PHARMACEUTICALS, USA, INC.), Cambridge, MA

2016 - 2017

Takeda, (formerly ARIAD) (a 400-employee site); research-based, global pharma company

- Partnered with function leaders in Finance, IT, Facilities, Biostats, Legal, Med Affairs, Medical Directors, Clin Ops, Clinical Science & Medical Writing, BD on all HR matters. Provided HRBP back-up support to R&D.
- Delivered coaching and guidance during acquisition and site closing; conducted exit meetings.

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- Partnered with Takeda HR team for initial integration and communication initiatives.

Director – Human Resources

ACORDA THERAPEUTICS, INC., Chelsea, MA

2014 - 2016

Formerly Civitas Therapeutics in Chelsea, Acorda, based in Ardsley, NY, was a 500-employee biotechnology / pharma / medical device company, developing and commercializing neurology therapies for Parkinson's disease, migraine, and multiple sclerosis. Chelsea manufacturing site sold to Catalent in 2021.

- Drove HR initiatives including recruiting, compliance, performance management, employee relations and onboarding.
- Exceeded recruiting goals and achieved high employee retention while site doubled in size in less than two years.
- Provided coaching and guidance during major integration effort between Acorda and Civitas.

Director – Human Resources

RUE LA LA, INC., Boston, MA

2012 - 2014

Rue La La is an online invitation-only eCommerce website with 500 employees.

- Led team of two and partnered with Chief People Officer to help drive organizational change in a high-touch environment. Function included employee recognition, benefits administration, onboarding, performance management, and employee engagement.
- Managed and resolved employee relations issues to ensure legal compliance and minimize risk.

Director – Human Resources

XCELLEREX, INC., Marlborough, MA

2006 - 2012

Xcellerex, with 130 employees, manufactured and provided equipment to produce biomolecules.

They were acquired by GE Healthcare Company / Life Sciences Division in 2012.

- Performance excellence resulted in promotion from Manager to Senior Manager in 2008 and from Senior Manager to Director in 2010. As sole HR practitioner, charged with recruiting, orientation, training, policy development and roll-out, payroll and benefits administration, performance management, HRIS, comp analysis, safety, and compliance.
- With key role in company's leadership team, owned and drove HR function.
- Drove recruiting efforts, growing company from 20 employees to 130 employees (including small commercial sales department), plus several consultants.
- Supported due diligence team during company's acquisition.
- Reported to three different CEOs over six years; partnered with each on all organizational development matters, including superb resolution on complex employee relations' initiatives, promotions, disciplinary actions, separations, and compensation. Crafted and launched company employee handbook.
- Partnered with COO to establish GmbH in Germany for company's European sales expansion efforts.
- Led execution of new payroll and time management system.
- Capably handled communications regarding benefits, policy updates, and other company announcements.

EDUCATION / CERTIFICATION

Master of Science, Human Resources Development, Villanova University, Villanova, PA

Bachelor of Arts, Communications (BDIC), University of Massachusetts, Amherst, MA

SPHR Certified 2015-2024; Recertification in-process, Human Resources Certification Institute (HRCI)

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management (SHRM), Professional Member

Senior Human Resources Networking Group (SHRN), Member

Northeast Human Resource Associate (NEHRA), Member