



BIOTHERAPEUTICS

VICE PRESIDENT OF HUMAN RESOURCES

POSITION DESCRIPTION

Job Title: Vice President of Human Resources

Reports to: CFO

Classification: Full-Time/Exempt/Salaried

Company Summary: Aeglea BioTherapeutics, Inc. is an Austin, TX based biotechnology company committed to developing enzyme-based therapeutics in the field of amino acid metabolism to treat rare genetic diseases and cancer. The company's engineered human enzymes are designed to modulate the extremes of amino acid metabolism in the blood to reduce toxic levels of amino acids in inborn errors of metabolism or target tumor metabolism for cancer treatment. AEB1102, Aeglea's lead product candidate, is currently being studied in two ongoing Phase 1 clinical trials in patients with advanced solid tumors and acute myeloid leukemia/myelodysplastic syndrome (AML/MDS). Additionally, Aeglea is recruiting patients into its ongoing Phase 1/2 trial of AEB1102 for the treatment of patients with Arginase I deficiency. The company is building a pipeline of additional product candidates targeting key amino acids, including AEB4104, which degrades homocystine, a target for an inborn error of metabolism, as well as two potential treatments for cancer, AEB3103, which degrades cysteine, and its oxidized form cystine, and AEB2109, which degrades methionine. Aeglea was voted as a best place to work in Austin. For more information, please visit our website:

<http://www.aegleabio.com/biotechnonology-careers/>

Position Summary:

We are looking for an Austin, TX-based Vice President of Human Resources to work with a young, fast-growing biotechnology company. The role will be the most senior people-related role in the organization and will be responsible for driving results and increasing organizational effectiveness. You will partner with the Executive Committee and their teams to develop and execute the HR strategies that foster growth and innovation in accordance with Aeglea values.

The leader in this role must understand business priorities and translate them into an HR agenda that supports Aeglea's strategy. The VP of HR will assess the human resources needs in areas such as performance management, employee relations, compensation, career development and leadership development, and drive the appropriate solutions in these areas.

Essential Duties and Responsibilities: To perform this job successfully, an individual must be able to perform the following:

- Establishes credibility throughout the organization as not only an experienced HR leader, but also an effective listener who maintains employee confidence and a skilled problem solver.
- Develops a strategic HR plan and prioritizes and implements key HR initiatives in a timely manner.

- Participates in the development of the organization's plans and programs as a strategic partner, bringing a business perspective as well as the perspective of the impact on people.
- Manages the department budget as well as employee compensation budget.
- Evaluates the organizations current people-related practices and identifies opportunities for improvement. Develops progressive and proactive compensation and benefits programs to provide motivation, incentives and rewards for effective performance.
- Supports continuous staff development by implementing learning and development programs to ensure learning and skill development occurs regularly across all levels of the organization.
- Develops and evaluates appropriate policies and programs for effective management of the people resources of the organization. Included in this area would be programs such as, but not limited to employee relations, affirmative action, sexual harassment, employee complaints, external education and career development.
- Maintains knowledge of international HR policies, programs, laws and issues.
- Structure and develop the HR team to provide maximum benefit to the organization while simultaneously building team capabilities.

Additional Duties and Responsibilities

- Orchestrates the development of staffing strategies to identify talent within and outside the organization for positions of responsibility. Identifies appropriate and effective external sources for candidates for all levels within the organization.
- Evaluates and advises on the impact of long-range planning of new programs/strategies and regulatory action as those items affect the attraction, motivation, development and retention of the people resources of the organization.
- Continually assesses the competitiveness of all programs and practices against the relevant comparable companies, industries and markets.
- Oversee the management of the human resource information database (HRIS) and production of necessary reports for critical analyses of the HR function and the people resources of the organization.
- Leveraging external resources effectively when outside expertise is necessary.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education/Experience: The ideal candidate will offer:

- Bachelor's degree
- 10+ years of experience, majority in an HR Business Partner role
- Master's Degree in HR or MBA preferred
- SHRM-SCP certification or ability to obtain certification within 12 months of hire
- Experience managing HR professionals and vendor relationships

Knowledge, Skills and Abilities:

- Strong client/ customer-service orientation
- Experience partnering effectively at every level of the organization
- Experience working with distributed networks
- Experience partnering with and/or managing recruiting function including managing outside vendor relationships
- Experience in Executive Coaching Training and Development
- Proven ability to diagnose problems and drive appropriate solutions
- Strong Project Management and Time Management Skills
- Effective communication skills - written, verbal and listening skills
- Strong desire to work in accordance with the Aeglea Credo

Work Environment:

This is a high growth, fast-paced small organization. The ability to be productive and successful in an intense work environment is critical. Willingness and ability to travel domestically and internationally on occasion is required, it is anticipated that this will be less than 10% of work time.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.