

Job Description

Job Title	HR Manager - Product Access - UK
Department	Human Resources
Reporting To	HR Director

Do you think you are someone who could equip our leaders and HR teams to thrive in this new world of work; help us create and shape our culture for our people to do their best work; and flourish in an entrepreneurial, ambitious and fast paced environment? If so, read on.

Uniphar Background

Uniphar group is a rapidly expanding diversified healthcare services business with a global footprint and a proud heritage in Ireland. The group has seen unparalleled global growth in recent years, both organically and through a series of strategic acquisitions, which continue to strengthen our international reach. Uniphar has ambitious expansion plans of all three of its divisions into the future, a combination of organic growth and further acquisitions.

With a workforce of over 3000 employees spread across several countries, Uniphar is a trusted global partner to pharma and medtech manufacturers, working to improve patient access to medicines around the world. We are organized into three key divisions; Supply Chain & Retail, Commercial & Clinical Med Tech / Pharma; and Product Access.

Product Access Division

Uniphar's strategy is to become the global leader in the provision of unlicensed & hard to find medicines to healthcare professionals & patients around the world. Partnering directly with pharmaceutical manufacturers, the Product Access Division designs and delivers medicine access programmes that ensure patients have rapid access to new treatments and therapies at the time they need it most. Uniphar's regulatory, digital and global supply chain expertise ensures seamless access to vital medicines, providing an important bridge between manufacturers, healthcare professionals and patients to access medicines outside of traditional clinical and commercial channels. With office locations across Ireland, UK, the US, we are focused on delivering double digit growth over the next several years and exciting expansion plans into other geographies across the world.

Culture at Uniphar

Ethics and integrity sit at the heart of Uniphar's culture, with our customers and patients integral to what we do and how we do it. We pride ourselves in being truly entrepreneurial, innovative, collaborative, with a strong problem-solving ethos.

Everything we do is enabled by our people and as we continue to grow domestically and internationally, we become more diverse. This rich diversity fuels our business and enriches our culture.

The role

In this role you will provide dedicated HR support to the Product Access team in the UK, and as Uniphar is a highly acquisitive business you will play a key role in bringing together colleagues from recent acquisitions, as well as supporting future M&A integration activity.

You will be joining a team of experienced HR professionals who are working to create best in class programs, initiatives and strategies for the future. Reporting to the Product Access HR Director and your focus will be to build out the strategy and shape the HR vision for the division, as well as implement the HR agenda/strategy across the UK.

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Key Responsibilities / Outcomes

- Partner with the management teams to provide coaching, building a strong community of leaders and forging strong sustainable relationships that contributes a positive, measurable impact to the success of the division.
- Lead your team to deliver the HR strategy, ensuring positive engagement with our employees and strong culture awareness.
- Work to create a seamless employee experience, along with leaders, HR and other all functions.
- Work closely with your HR peers to build alignment within HR cross divisionally.
- Represent PAD in cross divisional and cross functional projects and work with the wider HR team to understand HR processes, policies and practices that could be leveraged at an enterprise level, seeking to pull best practices forward and implement more broadly.
- Be a change agent and lead transformational change.
- Invest in the growth and development of your team. Give your time generously so that others may learn from you.

Key Skills & Experiences

Your HR qualifications, experience and background are important to us, but what we really care about is your passion for culture, leadership and people, and your ability to create innovative solutions that support ambitious business goals.

We are looking for:

- Minimum 5-7 years' experience in HR (CIPD certification would be an advantage)
- A real interest in what we do, how we do it and how we can shape it in the future
- A progressive, non-bureaucratic approach to HR and a demonstrable passion for HR and adding value
- Focused on business outcomes and being commercially driven
- Experience of the latest HR thinking but in practical terms – not just a theory
- An ability to work in an agile way. Comfortable with ambiguity. Not afraid to forge a path.
- Enjoy working in an entrepreneurial culture that moves quickly and requires rapid response and the ability to make quick, sound decisions
- Courage to challenge our leaders and peers to make better decisions (in a positive way!)
- Digital acumen, strong knowledge of HR systems and processes
- Excellent relationship building and communication, with the ability to move between listening to, guiding and coaching others at all levels
- Common sense: always spots opportunities to simplify and improve processes to drive better results
- Communication and presentation skills to facilitate projects and initiatives
- Ability to prioritize. Understand what's "not important now", to keep us focused on our strategic people agenda.

How we'd like to work together

While the location of the role can be flexible, the preference is for someone to be based in the UK, to facilitate regular face to face interactions with the team. It's important to achieve the right balance between face-to-face interactions with virtual working over the long term. In return for your flexibility, you will be joining an environment that understands how inter-twined work and life have become - and both the benefits and challenges that brings - and therefore offers a flexible, progressive way of supporting it.

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Interested applicants should apply with CV directly to Kelly Hopkins: k.hopkins@durbin.co.uk