

HR Program Director - Diversity and Inclusion

Job Description

Title:HR Program Director - Diversity and Inclusion
Department:Talent Management & Engagement (Isabelle MERIEL)
Job Description:
HR Program Director - Diversity and Inclusion 0.6 FTE

Summary / purpose of the position

Leads globally the execution of the D&I Roadmap, and represents Ipsen on all Global Diversity and Inclusion matters.

Main responsibilities / job expectations

- Fine-tune implementation plan, associated initiatives & budget
- Work with Corporate Communication to define communication plan
- Implement Global D&I council together with Global D&I Executive sponsor
- Organize and activate the agenda of the Global D&I Council and moderate the Quarterly Council meetings
- Roll out the implementation plan with HR CoEs & countries/sites and coordinate: influence, educate, communicate, support and ensure commitment
- Represent Ipsen's D&I stance, initiatives and outcomes
- Define KPIs and implement Global D&I dashboard
- Manage Ipsen Employee Resource Group emergence and geographic expansion
- Suggest and communicate D&I Roadmap re-orientations as needed
- Curate D&I oriented learning content on iLearn
- Manage the D&I budget together with Head of Talent Management & Engagement to execute Global Roadmap

Knowledge, abilities & experienceAbilities:

- Drive & Influence
- Global Mindset
- Cross-Cultural Competency
- Inclusive, positive, collaborative and customer oriented

Education / Certifications:

- Master's degree

Experience:

- 8 to 10 years HR experience
- Experience of international and cross functional projects
- Experience of agile mid-size company

Languages:

- Fluent in English

Key Technical Competencies Required

- Project Management - Strong stakeholders management skills
- Strong Communication skills (verbal/written/listening/presentation) : ability to write articles, to build presentations and to deliver talks
- Networking & Community management

IPSEN is committed to equality of opportunity for all staff and applications, individuals are encouraged to apply regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Job Details

Job Requisition ID	R-05803
Location	Slough
Additional Locations	Boulogne
Posting Date	21/07/2020 - 3 days ago
Job Family	Talent Management
Time Type	Part time
Job Type	Open ended
Supervisory Organization	Talent Management & Engagement (Isabelle MERIEL)

Recruiter



Michael SPIERS

Hiring Manager



Isabelle MERIEL

Team Members