

Company Overview

Esperion is a small company doing big things. Our innovative team of lipid management experts are committed to leveraging our understanding of cholesterol biosynthesis to develop innovative therapies for the treatment of patients with elevated low-density lipoprotein (LDL-C). At Esperion we are passionately committed to bringing complementary therapies to the hypercholesterolemia space that address unmet patient needs in a way that is “patient-friendly, physician-friendly and payer-friendly.”

Esperion’s corporate headquarters are located in Ann Arbor, MI. The Company offers a competitive salary including a performance-based bonus program and stock-based compensation, a comprehensive benefits package including a 401(k) matching plan and health insurance, and paid time off and holidays.

Position Title: Head of Human Resources

The Head of Human Resources will be responsible for leading the Human Resources function at Esperion. The Head of Human Resources plays a vital, strategic and hands-on role as a business partner to executive leadership within the organization. This individual will be accountable for all aspects of Human Resources including the development of a global human capital strategy, end-to-end talent management, employee relations, the alignment of pay and performance as well as broad based rewards & incentives to motivate and incentivize growth, and addressing the ongoing growth of the company. They will develop a fully integrated, global HR capability that is specifically focused on facilitating results across the company. The Head of Human Resources is the architect of organizational capability and focused on ensuring the values, culture and business-operating practices are aligned with people practices and continuously improved upon. This role will report to the Chief Financial Officer.

Preferred Location: Remote – US or Ann Arbor, MI

Essential Duties and Responsibilities*

- Serve as a key advisor to the executive leadership team by building a trusting relationship, learning the businesses, and partnering with the executive leadership team to contribute to developing the right structures, processes and talent to deliver high performance and growth.
- Evaluate the current HR organization, including talent, capabilities and programs and develop an immediate and long-term plan to determine the best operating model to ensure that all HR operations and transactions are executed effectively and efficiently across the company and aligned with the organization’s vision.
- Develop end-to-end talent management and organizational development capabilities through a strong HR process model capable of delivering commercially focused solutions.
- Consult on pay decisions, policy and guideline interpretation including designing and creating solutions to specific compensation related problems/needs.
- Identify and drive the internal corporate communication and sharing of best practices across functions to facilitate continuous improvement.
- Interpret and implement HR policies and procedures recommending new approaches, policies, and procedures for continual improvements in the value of HR services and programs.
- Recommend and design organizational changes to optimize organization and talent.
- Develop and implement tools for succession planning across the organization.
- Oversees full lifecycle recruitment efforts for Esperion ensuring alignment between the human capital vision, mission, and business strategy.

- Oversees ongoing and annual open enrollment communications and the open enrollment election process, including identifying improvements to colleague benefit options.
- Consult with and train the executive leadership team to ensure compliance with all state and federal laws.

Qualifications (Education & Experience)

- Bachelor's degree required; Masters or MBA preferred
- Minimum of 12 years of HR experience with at least 5 years of leadership experience across all of the HR disciplines within the pharmaceutical/biotechnology industry at a high-performing, global public company.
- Demonstrated success in partnering with executive leadership teams in leading a highly accountable, results-focused company where leaders at all levels focus on demonstrating a visible commitment to core values and operating principles to drive performance and growth.
- Proven success in leading organizations in periods of high growth and rapid change while preserving the corporate culture and values.
- Demonstrated success in building talent management processes and initiatives that become part of how Esperion does business.
- Experience leading companies through organization or operating environment evolutions/transformations, ideally within a similar type of industry, scope and scale.
- Experience with internal branding and company communications.
- Impeccable integrity but flexible in the interpretation of rules understanding legal implications and applying logic to each situation operating effectively in the "gray" area.

Notice to Agency and Search Firm Representatives: *Esperion Therapeutics is not accepting unsolicited assistance from agencies and/or search firms for any job posted on this or a referring site. Please, no phone calls or emails. All resumes submitted by an agency and/or search firm to any employee at Esperion via email, the internet, or in any other form and/or method without a valid written agreement in place will be deemed the sole property of Esperion. No fees will be paid in the event that a candidate is hired by Esperion as a result of an unsolicited agency and/or search firm referral.*

All qualified applicants are requested to submit a cover letter and CV via email to hr@esperion.com.