



Director, Total Rewards & People Operations

Boston

About Aktis Oncology

Aktis Oncology is a biotechnology company pioneering the discovery and development of a new class of targeted alpha radiopharmaceuticals to treat a broad range of solid tumor cancers. Founded and incubated by MPM Capital, the company has developed proprietary platforms to generate tumor targeting agents with ideal properties for alpha radiotherapy. Designed for high tumor penetration and long residence time, Aktis Oncology's molecules will quickly clear other areas of the body, thereby maximizing tumor elimination while minimizing side effects of treatment. This approach would enable clinicians to visualize and verify target engagement prior to exposure to therapeutic radioisotopes.

Description

The Director, Total Rewards & People Operations will be responsible for leading Compensation, Benefits, and Operations within the People & Culture function. This position will be key to transforming current rewards practices to support the company's fast growth trajectory to an increasingly complex organization. Reporting to the Vice President, Head of People & Culture, the Director will be our internal subject matter expert in compensation, benefits, and operations. This position is a Boston based on-site/hybrid role with 2 days a week in our corporate headquarters.

Responsibilities - This role will drive several areas of strategic importance to Aktis:

- Lead all compensation, benefits and operations processes - salary planning & administration, variable pay development & administration, benefits & wellness programs, annual benefits design & open enrollment.
- Serve as a subject matter expert and trusted partner, owning the total rewards philosophy and approach. Recommend, develop and implement policies that align with our people strategy and ensure total rewards programs comply with federal and state laws.
- Benchmark activities across all areas of total rewards to elevate the understanding of our current and future competitiveness.
- Prepare materials for compensation committee meetings in collaboration with advisors.
- Develop employment offers and continually enhance offer process for optimal effectiveness and efficiencies in accordance with Total Rewards principles.
- Manage job leveling, salary surveys, and market analysis to make comprehensive recommendations. Build internal tools and resources for leadership and team members to manage compensation decisions.
- Develop, implement, and administer related programs in a manner that ensures cost effectiveness, marketplace competitiveness and internal equity.
- Manage benefit vendors and plans, deliverables and processes to ensure competitive benefits package, proactive to new trends and up to date with the latest market data and insights and competitive with other biotech companies.
- Lead all benefit and wellness programs, planning and executing all activities relating to the administration and maintenance of employee benefits programs, including group health, life, and



disability, and leave management in a multi-state environment.

- Work in partnership with insurance consultants to ensure company compliance with Federal, State, and other regulatory agencies to limit company exposure to liability associated with fiduciary responsibilities.
- Remain current on benefits and employment law changes and trends and proactively offer input on actions needed to comply with U.S. employment laws, governmental agencies, or fiduciary requirements pertaining to benefit plans.
- Facilitate required government reporting, non-discrimination testing, and required employee communications.
- Deliver an exceptional employee experience for all employees.
- Manage People Operations infrastructure including systems, processes, policies, and programs including compliance, and HRIS administration.
- Provide operational leadership for implementing and administering HR transactional processes.
- Work closely with Finance/Payroll team to ensure seamless handling of processes and transactions.
- Develop, streamline, and execute onboarding/offboarding processes to ensure a positive experience for employees.
- Other duties as assigned.

Qualifications

- Bachelor's degree, with 10+ years of progressive experience in compensation, benefits, and operations. Master's degree preferred.
- Life Science/Pharmaceutical industry experience.
- Worked at a fast-paced Biotech or Life Science organization, bringing credibility, energy and enthusiasm to the People & Culture function.
- Roll-up-your-sleeves mentality, as this role is heavily involved in execution along with a desire to build programs.
- Excellent influence skills and proven ability to influence executives as well as junior team members. Ability to interact, present and influence various internal audiences.
- Demonstrated experience with base salary, market pricing, variable pay, job evaluation, promotions, and market adjustments.
- Experience supporting all areas of People Operations.
- Experience in high-growth environments with the ability to handle shifting priorities and multitasking with tight deadlines.
- Strong business acumen and detail oriented.
- Vendor management experience.
- Extensive experience with Microsoft Office Suite.
- Ability to maintain confidentiality and handle sensitive information with absolute discretion.
- Strong desire to be part of a mission-oriented company leading transformative change for patients.
- A combination of private and public company experience preferred.
- Proven demonstration of transparent communication and fostering open and diverse debate.
- Ability to work with agility and manage ambiguity.
- Personifies positive energy and exemplifies respect.
- PHR or SPHR preferred, Certified Comp Professional preferred.

Please send interest to: dstrauss@kleinhersh.com

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