

Human Resources Director, Americas Seattle, USA

Rayner is a leading developer and manufacturer of ophthalmic implants and pharmaceuticals; it specialises in intraocular lenses (IOLs) and related products used in cataract and refractive surgery. Since the development of the first IOL, Rayner has continuously pioneered IOL design with a goal to improve vision and restore sight worldwide. Today, Rayner's mission remains to deliver innovative and clinically superior ophthalmic solutions that respond to the expectations of our global customers to improve sight and quality of life for their patients.

Today, we have offices in New York and Memphis. Rayner Surgical Inc and Omeros Corporation announced the signing of an agreement to transfer Omeros' ophthalmology assets, including OMIDRIA and the teams to support the product to Rayner in December 2021.

Why work for Rayner?

Rayner is a unique place to work with its own special culture and people, who are all driven to provide the best visual outcomes for clinicians and patients. We are driven by science to improve performance and safety, and we commit ourselves to be a great partner and to be easy to do business with. Whilst our vision drives and guides what we do, it is our culture and the way we work as well as treat ourselves plus others that form the foundation of what we do. That's why at Rayner we strive to create a workplace where we live our values every day. We invite you to join us on our exciting journey!

Our Careers

Rayner is more than an IOL manufacturer. We have an entrepreneurial spirit that drives us to pursue our vision, supported by a dedicated team who share our beliefs – from research and development engineers to production, sales and support.

Being ambitious, focussed, open, respectful and keeping our promises enable us to take on challenges that other businesses simply won't entertain, and it's those qualities we value and nurture in the people we work with. Rayner is also proud to be an equal opportunities employer.

Rayner has a broad portfolio of products across the patient pathway, including monofocal and premium Intraocular Lenses (IOLs), a full range of Ophthalmic Viscosurgical Devices (OVDs), a family of Ocular Surface Disease (OSD) solutions and RayPRO, our recently launched patient outcomes digital platform.

As the Human Resources Director, Americas you will provide vital business partnership to the local teams throughout the integration period and beyond. You will be responsible for HR across the Americas region you will ensure that the global HR strategy is executed seamlessly within the region. The HR Director, Americas will be responsible for overseeing the local integration of the OMIDRIA teams and be a crucial part of the global HR team.

Your key responsibilities will be:

- Able to drive and lead change, and stabilize teams throughout the integration period
- Presents options to managers on organizational structures, roles and responsibilities, staffing levels and matrix management
- Oversee the acquisition and application of appropriate systems to maintain employee satisfaction and delivery to achieving business goals
- Build the finance team, leading them to deliver goals and KPI's, along with ongoing coaching and development
- Participates in strategy discussions and decision making in conjunction with the Global VP HR
- Demonstrates a deep understanding of client market spaces including outside talent trends, culture, reward systems and organization models in the Americas region
- Find opportunities and guides managers to fill competency gaps through recruiting and talent development
- Partners with leaders to advise, facilitate and champion talent management strategies to ensure strong succession pipelines for critical roles
- Provides guidance and recommendations for compensation reviews and benefit plans
- Provides local strategic HR Advisory support
- Looks for trends and root causes as opportunities to improve organizational and employee satisfaction. Tracks and measures improvement
- Proactively assesses and addresses attrition and retention, inputs and reports up to Global HR metrics and reporting
- Is a true HR Generalist, able to flex across different HR disciplines (Recruitment, Reward and Benefits, Talent Development, Engagement and Metrics)
- Leads and ensures high performance and compliance across the region through appraisals, ongoing coaching and feedback
- Drives employee engagement across the region and partners with the Global HR team on key initiatives

Qualifications/ Experience:

Essential

- Relevant HR qualification (SHRM or equivalent business Bachelor's degree)
- Knowledge and familiarity with HR systems
- Minimum of 5 experience in leading, coaching and developing teams with the ability to act as a true business partner following a period of change
- Experience of US pay and benefits structures
- Experience of internal communications to create clarity and process alignment
- Able to influence and create compelling business cases
- Strong financial and commercial acumen and a team player

Desirable

- Experience within the Ophthalmology sector and IOLS
- Experience in the Medical Device space
- Start-up, public company and/or experience with scale a plus
- Ability to speak a second language

Please apply by sending an up-to-date CV & covering email to recruitment@rayner.com