



People Manager

Location: Paris (Suresnes), France

Contract type: full time

Contact and application: alexandros@phagos.org

Starting: ASAP

Annual gross salary : TBD based on profile

Overview

[phagos](#) is deploying a global solution against the antibiotic resistance pandemic. We fight ever-evolving infections with ever-evolving medicines using machine learning and optimised microbiology.

As we prepare the next stage of our growth, we seek a hungry and experienced People Manager to join our team. The People Manager will be responsible for all aspects of human resources, including recruitment, team structuring, employee relations, and overall organisational culture. This role will play a critical part in driving Phagos' growth and ensuring a high level of employee satisfaction and engagement globally.

Key Responsibilities

- Develop and implement HR strategies aligned with Phagos' business goals and objectives.
- Advise the executive team on HR-related matters, providing insights and recommendations.
- Oversee and manage large-scale recruitment efforts to support the company's expansion.
- Develop talent acquisition strategies to attract top-tier candidates across various functions and geographies.
- Lead initiatives to improve employee productivity, engagement, and retention.
- Develop career development and succession planning programs.
- Ensure compliance with local labour laws and regulations in all operating countries.
- Address employee grievances and foster a positive work environment.
- Oversee payroll, benefits administration, and other HR operations.
- Promote and sustain a strong company culture that aligns with Phagos' values and mission.
- Monitor employee satisfaction and take proactive measures to maintain high levels of morale and motivation.
- Manage HR operations across multiple countries and continents.
- Develop and maintain strong relationships with international teams.
- Ensure consistency in HR practices and policies across all locations.

Qualifications

- Proven experience as a People Manager or similar HR leadership role.
- Extensive knowledge of HR principles, practices, and legal requirements.
- Experience in recruiting and scaling teams in a high-growth startup/scale-up environment.
- Strong strategic thinking and problem-solving skills.
- Excellent interpersonal and communication skills.
- Ability to work effectively in a fast-paced, dynamic environment.
- French / English bilingual

- Self-motivated, self-sufficient and highly reliable
- Experience with international HR management is highly desirable.
- Previous experience in the agrifood/health/biotech space is a plus.

If you want to join a pioneering biotech startup with a mission to revolutionise the future of global health, we want to meet you! Please submit your application on the link below:
<https://forms.gle/QFUaCdvNUsbfnVkt7>