

HARSHA RAGHAVAN

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INTRODUCTION

Over 15 years of experience in driving global business results through trust, agility, and people strategy & operations in pharma. Author of “Artificial Intelligence on Human Leadership – the world’s first book on leadership written by a human and chatbot” (available on [Amazon](#) – proceeds go to charity).

EXPERTISE SUMMARY

Designing & leading strategies to attract, retain, and develop top talent in pharmaceuticals and biotech. Particularly adept at applying stakeholder outcomes driven change management. Talent development, building high-performing teams, fostering diversity, equity, and inclusion, and spearheading plans to deliver on business outcomes. Proven track record, and a demonstrated motivation for creating positive impact on customers, leaders, and employees.

EXPERIENCE

Director, Human Resources, Gilead Sciences Inc.

2017 – Present

Kite Pharma (a Gilead Company) is the global cell therapy leader in CAR-T therapy for DLBCL and MCL and manufacturer of two CAR T therapies in the world – YESCARTA (Axicabtagene ciloleucel) and TECARTUS (Brexucabtagene Autoleucel)

- HR leader overseeing teams for multiple commercial manufacturing sites supporting ~1000 people with a large non-exempt, multi-generational and early-career workforce
- Lead global program design and change management for creating comprehensive career paths with immediate positive impact on top talent retention
- Launch multiple employee retention initiatives globally to secure company’s core revenue generating resources – impact resulted in promotions of 70% of staff globally and ongoing multimillion dollar investments in talent
- Leading and delivering on corporate HR programs in Performance Management, Talent Management and Leadership Development, resolving complex employee relations issues and advising leaders on organizational design and change management
- Closely partnering with HR COEs (Employee Relations, Total Rewards, Talent Acquisition and Diversity & Inclusion) and Legal on solutions that deliver business results
- Previously Head of global external workforce program, member of People Operations Leadership Team
- Developing policy, practices, and guidelines on managing a complex external workforce
- Influencing executives across the business through steering committees and leading complex global workforce planning efforts for the organization

Associate Director, Biogen Inc.

2011 – 2016

- Promoted to build, scale, and manage the Sourcing COE within Talent Acquisition. Led this work during HR Transformation. Functioned as key stakeholder for talent pipeline development to support mapping of talent related processes.
- Built, designed, and managed a diverse and highly experienced team of 15 professionals, finding top talent for Grades 28 to 34 across G&A, Commercial, Tech Ops and R&D
- Coached managers on selecting top talent and providing positive candidate experiences, and mentored the team to create recruiting plans by using data and diverse sources
- Built strategies to source talent for business-critical needs in Procurement, Supply Chain, Technical Development (cell culture development) and QA
- Designed innovative sourcing strategies for use during conferences like ASH, AAN and ECTRIMS and created dashboards, Operating Frameworks, and decision-making tools
- Introduced the [Phenotype](#) concept and developed strategies to set expectations with managers, challenge assumptions and use data to determine availability of top talent
- Designed & implemented Candidate Relationship Management technology (Avature CRM)

- Saved \$4m by building internal capabilities; reduced the time to fill requisitions by 37%
- Previously hired as Sr. Manager to turnaround and expand Biogen's Contingent Workforce Program (CWP)

Recruiter, Randstad Inc. 2010 – 2011

- Recognized as top recruiter in a team of 16 colleagues, generating \$2m+ in revenue

Founder, ApplyGo.com 2009 – 2010

- Startup providing international student recruitment services to higher education institutions

Director, VMS Practice Group; TalentBurst Inc. 2005 – 2009

- Built startup into one of 500 fastest growing private US firms in 2007 (Inc. 500)
- Hired as employee #3 and recognized as #1 performer delivering \$3.5m in revenue

Product Manager, nett10 Digital Limited 2001 – 2003

- Delivered market research products to high-tech customers

EDUCATION

- Human Resources Learning Partnership (HRLP), The RBL Institute (Professor Dave Ulrich), UT 2018
- Master of Business Administration (MBA), Clark University, MA 2005