



Association for the
Advancement of
Blood & Biotherapies

Association for the Advancement of Blood & Biotherapies

VICE PRESIDENT OF TALENT AND HUMAN RESOURCES

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Position Overview

AABB: The Association for the Advancement of Blood & Biotherapies (AABB), an international, not-for-profit organization representing individuals and institutions involved in the fields of transfusion medicine and biotherapies, seeks a Vice President, Talent and Human Resources, reporting to the CEO.

The Vice President supports AABB through leading, developing and executing on the people functions of the organization, including fostering a strong organizational culture, workforce planning, talent and performance management, diversity and inclusion strategies, compensation and benefits, employee relations and engagement, learning and development, and policies and compliance. The Vice President is a strategic and accountable leader, effective communicator and relationship builder, and versatile manager of people and projects, experienced in managing change and its impact on people, policies, and systems.

As member of the Executive Team, the Vice President is a trusted advisor and business partner to the CEO and colleagues to advance AABB's outcomes and foster a strong organizational culture, including developing and championing the strategy and objectives for DEIA initiatives. In concert with the Director, Talent and Human Resources, they oversee both the day-to-day and strategic aspects of the HR portfolio. The Vice President will also champion the development and maintenance of a workplace culture centered around the organization's core values to foster a best in-class employee experience.

The AABB National Office is located in Bethesda Maryland. AABB encourages its employees to do their work wherever they work best, with periodic in-person events and meetings held in the office or other locations. For this role, a local candidate is preferred but not required.

Key Responsibilities

- Develops, implements and maintains a people strategy for AABB to meet its strategic goals and to be an employer of choice. Serves as a strategic partner, advisor, and coach to senior leadership; builds positive relationships and works to understand human resource needs; provides insight, innovative solutions and best practices.
- Participates in the development of the organization's business needs as a strategic partner and translates tactical business goals and plans to align the organization's talent to drive outcomes.
- Develops, implements, directs and evaluates the organization's human resources function and performance, including both day-to-day operations and broader strategies.
- Designs programs that support AABB in welcoming applicants and employees of all backgrounds and foster the development, retention, and success of all employees in a diverse and inclusive workplace.
- Designs and implements comprehensive strategies including compensation and benefit programs to recruit and retain top talent.
- Designs and implements an agile, year-round performance management program including growth opportunities for staff.
- Provides training and counsel to AABB management on personnel matters and HR-related concerns, including employment law and employment classifications.

- Provides leadership and support for employee relations matters to assess, investigate, advise, mediate and correct issues. Assures that appropriate corrective actions are consistently administered.
- Leads, coaches, and inspires a connected, engaged and high-performing team, including the Director, Talent & HR and others across the organization.
- Models people-oriented, collaborative and accountable leadership.
- Ensures compliance with all local, state, and Federal rules and regulations. Ensures completion of all compliance and regulatory reporting as required by state and federal laws including the annual audit of our benefits programs.
- Manages the budget and other financial measures of the Human Resources Department.

Qualifications

- Demonstrates a progressive approach to workplace culture and employee engagement.
- High EI and interpersonal skills, with a collaborative work style.
- Experience leading organizational efforts to advance its DEIA journey.
- Builds trust with professionalism and credibility across all levels of the organization.
- Effective communication skills, including exceptional listening and feedback mechanisms, that build effective teams, drive outcomes and develop innovative solutions.
- Knowledge of workforce planning and employment, human resource development, compensation and benefits, risk management, employee relations, talent management, and change management.
- Partner with executives to bring a risk-based compliance lens and forward-thinking perspective to key strategic and operational decisions.
- Expertise in federal, state, and local employment, EEO, wage and salary laws and regulations.
- Must be able to perform responsibilities with composure under the stress of deadlines/requirements for accuracy and quality and/or fast pace.
- Working knowledge of HRIS systems.

Experience

- 10+ years of human resources generalist experience, including at least 5 years at the senior level.
- Bachelor's degree in business, human resources, social sciences or related field, or equivalent combination of education and experience.
- HR Certification (PHR, SPHR, SHRM-CP, SHRM-SCP) preferred.
- Experience working in a multi-state environment and an international not-for-profit organization is a plus.
- Association experience strongly preferred.

Organizational Overview

AABB is an international, not-for-profit association representing individuals and institutions involved in the fields of transfusion medicine and cellular therapies. The association is committed to improving health through the development and delivery of standards, accreditation and educational programs that focus on optimizing patient and donor care and safety.

AABB membership includes physicians, nurses, scientists, researchers, administrators, medical technologists and other health care providers. AABB members are located in more than 80 countries and AABB accredits institutions in more than 50 countries.

Web Presence

Web: <https://www.aabb.org/>

Twitter: <https://twitter.com/aabb>

LinkedIn: <https://www.linkedin.com/company/aabb/>

Vetted Solutions

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Vetted Solutions is a Washington, D.C. based executive search firm specializing in association and nonprofit recruiting and consulting. We focus on CEO and senior staff positions.

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