

Vice President and Chief Diversity, Equity, & Inclusion Officer - Regeneron

Tarrytown, NY

This executive role is a senior level strategic management position with global responsibility. The incumbent is responsible for leading and managing the creation, development and execution of Regeneron's Diversity, Equity and Inclusion (DE&I) strategy and ensuring that DE&I is a sustainable element of Regeneron's culture, mission and operations. This leader is a member of the Company's senior executive leadership group, and reports to the Senior Vice President (SVP) Human Resources.

Specific accountabilities include the following:

- Create a robust, comprehensive global DE&I strategy to be approved by senior management and supported by the Board of Directors.
- Engage internal and external stakeholders in the development of strategic and tactical DE&I objectives and operational deliverables.
- Create sustainable processes that include DE&I best practices and enhance diversity recruitment, retention, and talent pipelining efforts.
- Outline Guiding Principles and governance practices critical to DE&I program decisions
- Embed learning and development initiatives that build stronger, more impactful practices for inclusion and mitigating unconscious bias, and which are aligned with The Regeneron Way cultural values and behaviors.
- Partner with corporate leaders and business operations heads to ensure DE&I is integrated in their strategic and operational plans with defined objectives and measures of success.
- Partner with Corporate Communications and Citizenship in community outreach efforts to underserved populations, particularly focused on building a long-term "pull-through" STEM pipeline of diversity talent.
- Lead development of DE&I targets relevant to communicate and deliver in the REGN annual ESR Report.
- Partner with Strategic Sourcing and Procurement to develop a supplier diversity program and ensure that practices for supplier diversity are effective, sustainable and regularly monitored for compliance.
- Provide input to ensure adequate representation of POC in Clinical Trials.
- Monitor quantitative and qualitative metrics to ensure REGN practices hold to the highest legal standards and desired DE&I outcomes.
- Focus on transparency, engagement and communication across the organization on DE&I efforts and outcomes.
- Successfully develop the playbook by which leaders and key stakeholders will be accountable for upholding, developing and driving strategic DE&I initiatives.
- Activate employee-driven interest/resource groups that support DE&I initiatives.
- Develop effective learning programs to provide employees and managers with the understanding and insights that drive change and strengthen an inclusive culture.

Specific Experience and Attributes Helpful for Success

- Executive leadership experience in a mid-cap and large-cap corporate environment.
- Experience leading and/or managing some or all aspects of a dedicated D&I function
- Ability to influence, advocate and negotiate within the executive suite and across the evolving needs of the workforce.
- Ability to quickly build and develop sustainable, credible relationships with diverse leaders and stakeholders, including the ability to communicate, engage and connect with scientific leadership.
- Strong analytical capability that uses both quantitative and qualitative data to design, develop and implement programs and garner internal and external support.
- Catalyst for change, with outstanding, proven change management skills.
- Brings creative mindset to problem-solving, planning and strategizing; does not gravitate to “cookie-cutter” solutions or practices, but elevates REGN’s DE&I program “beyond the median”; balances “off-the-shelf” solutions with those designed specifically for REGN’s needs and desired DE&I culture.
- Ability to lead, manage and work effectively with ambiguity and shifting business priorities.
- Ability to lead, manage, organize and concurrently implement multiple initiatives and projects.
- Strong business acumen and results orientation with an understanding of how DE&I can drive business and operational performance.
- Developing, administering and managing budgets.
- Demonstrates good judgement with the ability to problem-solve.
- Skilled communicator who projects confidence, warmth and approachability.
- Understands how to connect DE&I initiatives to each aspect of the talent lifecycle.
- Demonstrated ability to structure and drive large scale organizational initiatives working in a highly decentralized, matrixed environment.
- Brings cross-cultural awareness, understanding and sensitivity to DE&I strategy and execution

Education and Preferred Qualifications

- Bachelor’s degree.
- Master’s degree or Ph.D. preferred, scientific fields or Human Resources/Diversity Management desirable.
- 15+ years of experience in positions of increasing responsibility, including corporate experience, and at least 5 years of D&I experience.
- Strong familiarity and understanding of legal guidelines related to diversity, equality and inclusion, at both the federal (e.g. EEOC) and state levels.

Personal Competencies and Characteristics

- Poise, professionalism and assertiveness with natural leadership skills, a drive to perform, and the ability to maintain clear focus, vision and resilience in the face of challenges and evolving needs.
- Intellectually sharp with the ability to deal with complexity, learn quickly when faced with new problems, and develop thoughtful solutions.
- Action oriented
- Courage and willingness to challenge the status-quo, face adversity head-on, and lead in times of crisis.
- Genuinely cares about people and possesses a high degree of empathy and emotional intelligence.
- Demonstrated ability to build consensus, influence, and work through sensitive issues to achieve desired outcomes.
- Demonstrated history of displaying ethics, integrity and values that generate trust and respect across all relationships.
- Collaborative in approach, with an engaging, thoughtful, diplomatic disposition to build productive relationships with stakeholders and across all levels within the organization.

Contact:

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