

The Vice President People will lead high-impact, people-focused initiatives that fuel company culture and drive alignment with overall company values and vision.

Reporting to Helix's President & CEO and a member of the Leadership team, this role will provide leadership, vision, and strategic planning for people and organization-related functions and initiatives. The role will be responsible for all areas of Human Resources: Talent Acquisition, Talent Management, Total Rewards (compensation and benefits), Strategic Business Partnering, Employee Relations, Engagement, Culture and Operational Effectiveness.

Helix is experiencing exciting transformation, building on our entrepreneurial history, while developing critical building blocks of future capabilities. The VP People is a unique opportunity to shape all aspects of the HR function in a fast paced, high growth organization. This flexible leader will have the ability to understand and deal with complex human resources challenges and creatively overcome obstacles to achieve organizational goals. This person will have the ability to conceptualize and analyze problems and solutions in a proactive, constructive, and creative way with a strong attention to detail, a high ability to communicate, and a deep understanding of implementing new processes.

This position requires weekly COVID testing, is not remote-eligible and based out of our Waterford, Michigan offices.

Key Attributes

- Experience in HR at fast-moving, high-growth companies
- Well-honed interpersonal and relationship-building skills that facilitate strong relationships with key internal stakeholders
- Experienced driving change, including working with the President and CEO to develop effective internal communication strategies
- Expertise as a thought leader, or big picture thinker, who anticipates future trends and consequences, and creates strategies and plans accordingly
- Experience working directly with all levels of the organization, from the front line to executive staff
- Proven track record of designing, implementing and measuring the success of diversity, equity, and inclusion initiatives
- Demonstrated success supporting an organization with 200+ employees
- Comfort with ambiguity and a rapidly changing environment
- Bachelor's degree or equivalent experience
- Fluency in DEI concepts and strategy

Who We Are

Helix is a value-based, state-of-the-art clinical laboratory on a mission to elevate the lab space through compliance, high ethics, innovation and a best in class client experience. Helix incorporates the latest technology and methods to provide comprehensive diagnostics including toxicology testing, pathogen detection, blood testing and Pharmacogenomics (PGx) testing.