

**iTeos Therapeutics** is a publicly-traded (NASDAQ: ITOS), clinical-stage biopharmaceutical company dedicated to extending and improving the lives of patients with cancer by designing and developing next generation immunotherapies.

Based in Gosselies, Belgium and Watertown, MA, iTeos Therapeutics was founded out of the Ludwig Institute for Cancer Research (LICR) and the de Duve Institute (UClouvain) in 2011.

In March 2020, the Company completed a \$125 million Series B2 financing, and in July 2020, we completed our IPO, raising over \$230 million of gross proceeds. In June 2021, the Company entered into a transformative \$2.145 billion co-development and co-commercialization agreement with GSK for EOS-448, the Company's anti-TIGIT monoclonal antibody. As a well-capitalized biotech company, we are positioned to continue to develop our clinical pipeline and maintain our investments in our discovery research team to leverage our innovative science to improve the lives of patients with cancer.

Their values - **Data Driven, Ownership, Courage, and Stronger Together** - form the foundation of who they are as a company and define who they are at our core.

For more information, please visit [www.iteostherapeutics.com](http://www.iteostherapeutics.com).

iTeos Therapeutics is now a world-class actor in the sector. To carry on its growth and reinforce its team, iTeos Therapeutics is looking for a **Head of Talent Management & Development**.

# Head of Talent Management & Development

## RESPONSIBILITIES

The Head of Talent Management & Development is responsible for designing, implementing, and **overseeing talent management strategies**, programs, and initiatives to attract, develop, engage, and retain top talent across the organization. Additionally, you will serve as a **strategic partner to business leaders**, providing HR expertise, guidance, and support to drive business objectives and foster a high-performance culture.

Your main responsibilities are:

- Be the leading voice on a **forward-looking talent strategy for iTeos and advise iTeos' leaders** and other key constituents on talent strategy and talent management best practices.
- Lead **learning efforts** (oversee the global learning curriculum, facilitate training sessions and partner with external facilitators, collaborate with business leaders to design targeted impact-driven programs that will drive results).
- Develop company-wide **career development strategies** and programs including professional enrichment, career pathing and planning, programs targeted at high potential individuals, people managers, diverse groups, etc.).

- Work closely with the Head of Total Rewards, HRBPs and individual business leaders on year-round talent planning (annual talent reviews, 9-box planning, advancement).
- Drive **performance management** practices for the Company that promote a continuous feedback culture to drive more candid feedback, greater transparency around expectations, and enhanced coaching capabilities for managers. Oversee the annual performance review processes (Year-end review, peer review, goal setting, manager effectiveness, etc.).
- Manage the maintenance and execution of the performance management system, including current job descriptions, standards of performance and performance evaluation instruments.
- Evolve our succession planning efforts (drive a dynamic and regular cadence of pipeline development discussions).
- Build capability in people leaders to have meaningful feedback and career growth conversations.
- Connect the dots with leadership and business competency models that facilitate the assessment of employees on their competencies.
- Drive the implementation of employee and pulse surveys / other tools to gather feedback and measure engagement.
- Establish and roll out a new **career framework**, launching learner journeys with curated content and experiences for each learner persona.
- Partner with other stakeholders to orchestrate a seamless onboarding experience.
- Support new managers as they ramp up into their roles and learn the iTeos way of managing.
- Partner closely with the HRBP and business leaders to diagnose development needs and create cutting-edge Talent Management and L&D solutions to address them.
- As **HR Business Partner for one functional area**, provide general guidance and support to internal stakeholders in the areas of performance management, recruitment and selection, Rewards, and other HR areas.

## PROFILE

- Experience working in a small and fast-paced growth environment, ideally in Biotech, understanding the importance of agility, adaptability, and creative problem-solving in a rapidly evolving and dynamic environment.
- Proven experience in **talent management, learning and development, and HR business partnering** roles.
- Experience scaling Talent Management and L&D functions and creating a learning culture at a company.
- Proven track record as an HR Generalist, with comprehensive knowledge across all areas of human resources.
- **Doer and Self-starter**, taking ownership of responsibilities and driving initiatives forward with a proactive and hands-on approach.
- A strategic partner: you can comprehensively understand the business strategy and connect it to a talent strategy and future talent needs of the organization.
- Ability to think conceptually and strategically, with the ability to operationalize strategies and effectively execute them.
- Data driven and possess the ability to influence across functions, geographies and levels, and the ability to work with various stakeholders and teams to drive alignment and collaboration.
- Ability to effectively drive change management and communication strategies to various audiences for new programs and changes at all levels of the organization.

- Ability to operate productively when there is ambiguity and progress forward with a bias for action.
- Excellent presentation skills. Ability to synthesize information and present to audiences at all levels.
- Excellent communication (in English), interpersonal, and leadership skills.

## OFFER

- A stimulating position within a high-potential innovative biotech company.
- The opportunity to work in a science-driven, dynamic, respectful, and professional environment.
- A permanent contract with an attractive salary package in line with the position responsibilities and your experience

## INTERESTED ?

Please send your CV together with an adapted cover letter to [recruitment@pahrtners.be](mailto:recruitment@pahrtners.be).

YOUR APPLICATION AND  
RELATED INFORMATION WILL REMAIN  
STRICTLY CONFIDENTIAL.