



Senior Leadership Development Manager

A unique opportunity to drive the leadership agenda in a fast-growing biotech company

Ascendis Pharma has recently launched its vision for the next 5 years which sets stretch targets and will require leadership at all levels of the organization. Therefore, we have decided to build a global leadership development program for people managers and individual contributors, and to hire a Senior Leadership Development Manager to develop and implement the program.

The role of the Senior Leadership Development Manager at Ascendis Pharma is new in Ascendis Pharma, and as such you will have the possibility of shaping the role as well as influencing how we achieve our objectives. It is very important and on senior management's agenda that leadership is further developed as a driver for growing and developing people with the purpose of maintaining the high ambitions and performance of the company. Your challenge will be to make a direct impact on **this agenda - both conceptually and practically.**

Your main responsibilities are:

- Help build a culture where Ascendis Pharma's leadership principles are integrated in every corner of Ascendis Pharma's activities
- Develop targeted and impactful programs that inspire and develop people in Ascendis Pharma
- Together with HR colleagues, help people managers in Denmark, Germany and the US drive and role-model the global leadership agenda
- Nurture the leadership pipeline and help ensure a continuous flow of leaders in Ascendis Pharma
- Build leadership processes that are fully integrated with and supporting the global leadership agenda

You will report directly to the VP Human Resources.

Your qualifications are a minimum of 7-10 years directly related experience, preferably in a medium to large size company or consultancy firm. Throughout your career you have demonstrated that you can quickly build and maintain strong business relationships.

You have experience in designing enterprise-wide leadership development programs and have experience working in complex organizations, applying your well-developed skills within Change Management, Organizational Development, Teaching, Coaching, Learning Strategies, on-line curriculum development, and Process Improvement. You must have experience with measuring the impact of development programs and initiatives, using such metrics to guide follow-up actions that ensure continuous improvements and ultimately the delivery of sustainable and measurable business outcomes.

You are up to date with the most recent and effective organizational and individual learning and development methodologies and have proven the ability to apply these into simple practices. Also, you can solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.

Finally, You are fluent in English at a professional level, both written and spoken and you are a fully proficient user of PowerPoint and Excel.

You have a degree in Business, OD/Leadership, HR or related field. An advanced degree (Master's/PhD) is preferred. However, your skills and experience are more important than your educational background.

As a person, you possess strong communication and facilitation communication skills. You have executive presence and have a natural listening and influence ability with senior leadership. You have proven organizational and time management skills, and the ability to balance multiple projects simultaneously to meet deadlines. You must have exceptional interpersonal and communication skills and the ability to work effectively with a wide range of stakeholders. You are self-driven and enjoy working in an international and dynamic company. You have a high level of integrity and excellent analytical abilities.

Ascendis Pharma offers you an exciting and challenging position in an entrepreneurial and international company with a short line of command. You will be involved in activities that are central to Ascendis Pharma's strategy and you will work with highly skilled and experienced colleagues to advance Ascendis' exciting product pipeline. Over time, the scope of the role could expand further within the HRD areas.

Travelling: This is a global role and you will travel approx. 30 – 50 days per year.

Place of work: Ascendis Pharma resides in a wonderful office facility in Tuborg Havn in Hellerup with a view of the harbor, the canals and the sea.

For more details about the job or the company, please contact Partner Jørn Duhn, Unique Human Capital on M: +45 21 75 19 25. All applications must be in English and are treated confidentially.

Click here to [APPLY](#).

Ascendis Pharma A/S is an international company with offices in Copenhagen, Germany and the US. Ascendis Pharma is building an integrated biopharmaceutical company to advance its [pipeline of long-acting prodrug therapies](#). They employ their proprietary TransCon technology platform to generate therapeutics with best-in-class profiles that address large markets with significant unmet medical needs. Ascendis Pharma has a diversified and balanced high-value [product pipeline](#), including internal programs and partnerships with market leaders.

Read more at www.ascendispharma.com