

JOSE R. MIRANDA ALBINO, PHD

19 Langdon Road
Norwood, Massachusetts 02062

Phone: 484- 883 – 6226
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SUMMARY OF QUALIFICATIONS

Global Human Resources Executive and strategic business partner to senior management. Results oriented HR leader who guides the development of high performance organizations. Proven effectiveness providing vision and counseling, through periods of accelerated growth and economic downturn. Diverse global industry experience in electronics, pharmaceutical, medical devices, and biotechnology; in corporate, manufacturing, and commercial functions.

PROFESSIONAL EXPERIENCE

BIOGEN, CAMBRIDGE, MASSACHUSETTS People Services Lead

2015 – Present

Biogen is a biotechnology leader that discovers, develops and delivers medicines to improve the lives of patients. As a company, Biogen recognizes that cutting-edge science and medicines can address unmet patient needs to change the course of devastating diseases.

BIOGEN, CAMBRIDGE, MASSACHUSETTS HUMAN RESOURCES DIRECTOR JAEM (JAPAN, AUSTRALIA AND EMERGING MARKETS)

2013 - 2015

Lead a high successful HR team of 11 in a matrix environment (Japan, Australia, India, Switzerland, Argentina and Brazil).

Significant contributions:

- Co-lead the design and launch of a new Biosimilars organization in Europe, an innovative and unique organizational model with an external business partner.
- Defined a new talent strategy for the JAEM region, focused accelerating and retaining critical talents, and developed new capabilities across the region.
- Upgraded talent capabilities through assessments, clear goals and objectives, training managers, addressing performance, crucial conversations, robust development plans, meaningful assignments, and OHRP across the JAEM region.
- Core Team Member of Human Resources Transformation initiative. Evaluated, designed and implemented a strategic/regional HR Business Partner model and new HR system.
- Served as strategic business advisor to the commercial executive/senior management of the JAEM (Japan, Australia and Emerging Markets) Region.
- Partnered with the COEs to ensure creation of effective HR systems and tools to implement and advance the business's HR strategy for the region.
- Acted as the interim HR Leader for Japan.

BECTON DICKINSON, FRANKLIN LAKES, NEW JERSEY HUMAN RESOURCES DIRECTOR

2007 - 2013

Becton Dickinson is a medical technology company that serves healthcare institutions, life science researchers, clinical labs, industry and the general public. BD manufactures and sells a broad range of medical supplies, devices, lab equipment and diagnostic products. Provided full Global Human Resources Partnership to a client group of 5000+ employees in the areas of Operations, Supply Chain, Procurement, Shared Service Centers, Quality, Regulatory, Medical Affairs, Corporate Engineering and Maintenance, IT, Sustainability (EH&S and Environmental), Aviation, Corporate Communications, Public Relations, Public Affairs, Social Investing, Government Relations and Government Reimbursement organizations. Managed a matrix HR team of 15 professionals.

Significant Contributions:

- Selected to be part of Senior Team of Human Resources Leaders to design a new Global HR Transformation initiative. Evaluated, designed and implemented a strategic/regional HR Business Partner model. Defined HRBP

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competency models, responsibilities, competency mapping, capability assessment, staffing and organizational coverage as a member of the HR Transformation team.

- Supported the Senior VP of Integrated Supply Chain (Operations), to develop and implement a global Organizational and Talent Development strategy for over 40 facilities. Led the organization to address workforce issues in new markets, in identifying and accelerating the development of 50 leaders in operations.
- Supported the successful reorganizations of Corporate Engineering, Aviation, EH&S, Quality, Regulatory and Public Relations organizations and provided HR leadership to the Medical Affairs / Clinical Operations, Information Technology and Procurement Transformations. These efforts resulted in reducing the number of roles by 30%, eliminating global redundancies, and increased alignment to meet strategic goals.
- Initiated and led Career Path Harmonization Project within Medical Affairs, Clinical Operations, Regulatory Affairs, Regulatory Compliance and Quality. Successfully facilitated and transferred over 25 associates in senior level roles across businesses and regions within Quality, Regulatory and Operations to accelerate readiness for future roles.
- Reviewed and customized associate engagement training materials, coordinated and co-facilitated regional training sessions in USA, Mexico, Brazil, Singapore and France. Over 100 trainers were trained to help leaders facilitate action planning sessions and leverage best practices.
- Successfully executed multiple workforce reductions, including legal review, agreement preparation, impact analysis, change management communications development, and actual separation discussions.
- Successfully led multiple international Employee Relations investigations resulting in reducing company exposure.

JOHNSON & JOHNSON (J&J)

1998 – 2007

ORTHO MCNEIL NEUROLOGICS (J&J), TITUSVILLE, NEW JERSEY HUMAN RESOURCES MANAGER

2006 – 2007

Ortho-McNeil Neurologics, Inc. offers prescription pharmaceutical products for treating neurological health disorders in the United States. Human Resources support to Marketing and Specialized Sales groups in 4 US regions with over 230 employees. Assumed position to gain more experience in the Commercial Operations side of the business.

Significant Contributions:

- Partnered with Vice President of Marketing, National Sales Leader, Field Sales Directors, and Regional Business Directors to provide significant organizational development in HR leadership.
- Provided HR leadership on all personnel related services as well as employee relations cases, recruiting and selection, compliance with governmental regulations, promotion of employee relations through administration of HR policies and salary administration. Managed projects such as CREDO survey as an organizational diagnostic tool, Diversity taskforce, Leadership realignment and participated on project teams.

CENTOCOR, INC. (J&J) - MALVERN, PENNSYLVANIA

2004 – 2006

HUMAN RESOURCES MANAGER - Centocor Ortho Biotech, Inc. provides solutions for patients fighting immune-mediated inflammatory diseases with Remicade® being J&J's largest selling product. HR Manager supporting 400 employees in Biotechnology Manufacturing. Relocated to the US.

Significant Contributions:

- Led the Malvern Manufacturing Site in coordination with the General Manager in the lean manufacturing implementation resulting in a \$30MM cost avoidance and significant reduction of NCR's.
- Developed a global cross-plant learning experience within the USA, Puerto Rico and the Netherlands. Accelerated the development and advancement opportunities for associates by creating cross regional technology knowledge transfer.

ORTHO BIOLOGICS (J&J) – MANATÍ, PUERTO RICO

2002 - 2004

HUMAN RESOURCES MANAGER - Pharmaceutical manufacturing plant in Manatí, Puerto Rico that manufactures a genetically engineered drug that promotes the development of red blood cells. Head of HR for 285 employees and a team of 7 HR professionals. Including Employee Relations, Training, Organizational Development, Compensation and Recruitment.

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Significant Contributions:

- Partnered with the J&J Legal team to successfully close one of the most aggressive employment related legal complaints in J&J, which avoided litigation and further financial damages.
- Redesigned Human Resources Team by eliminating administrative positions and upgrading team with experienced HR and training talent - seven new human resources professionals engaged in managing technical training, university relations, change management, recruitment, compensation, OD/OE, employee relations, community involvement, and EEO/AAP.
- Successfully implemented a Fleet Safety program – recognized by J&J Corporate.

ORTHO MCNEIL PHARMACEUTICALS (J&J) - MANATÍ, PUERTO RICO

2000 – 2002

EMPLOYEE RELATIONS MANAGER – Pioneer and leader in areas such as pain management, acid reflux disease, and infectious diseases. ER Manager for 685 employees – Pharmaceutical Manufacturing

Significant Contributions:

- Diagnosed and resolved organizational behavior problems through influencing and coaching managers on best practices. It led to a reduction of significant employee relations issues, and addressed systemic factors and trends.
- Successfully managed Ortho Pharmaceuticals federal audit by the OFCCP and applied and reinforced compliance with Government, Federal, Local Labor laws, Company Policies and Procedures, Good Manufacturing Practices, FDA, OFCCP, Safety, Environmental, and other regulatory agencies.

ETHICON (J&J) - SAN LORENZO, PUERTO RICO

1998 – 2000

SENIOR HUMAN RESOURCES PROFESSIONAL - Ethicon Products division is a leading maker of sutures and wound-closure products, including sutures, Dermabond skin glue, Mentor surgical mesh products, and wound drains, as well as breast implants and plastic surgery devices. Senior HR Professional supporting 1,100 employees in Medical Device Manufacturing.

Significant contributions:

- Drove operational consistency through standardized execution of HR policies and procedures during a period of high growth and organizational transition and designed the New Performance Evaluation Tool.
- Received the Johnson & Johnson Bronze Award.

OTHER PROFESSIONAL EXPERIENCE

MOTOROLA DE PUERTO RICO, INC. VEGA BAJA, PUERTO RICO

1994 – 1997

STAFFING, EMPLOYEE RELATIONS, AND SENIOR TRAINING INSTRUCTOR

LUCY LÓPEZ ROIG & ASSOCIATES HATO REY, PUERTO RICO

1992 - 1993

HUMAN RESOURCES AND INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGIST CONSULTANT

OFICINA CENTRAL ADMINISTRACIÓN DE PERSONAL SANTURCE, PUERTO RICO

1991 - 1992

INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGIST - PSYCHOMETRICS DIVISION

EDUCATIONAL BACKGROUND

CARIBBEAN CENTER FOR ADVANCED STUDIES, San Juan, Puerto Rico

Ph.D. - Industrial and Organizational Psychology (Thesis with distinction)
MS Industrial Organizational Psychology (with Honors)

UNIVERSITY OF PUERTO RICO, Rio Piedras, Puerto Rico

BA - Social Science – Major in Psychology (Cum Laude)

CERTIFICATIONS

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- Green Belt Certification – Six Sigma
- Puerto Rico Psychologist License - 1307
- Certified Coach – PDI 360 tool