

Human Resources Manager/HR Business Partner

Day Zero Diagnostics (DZD) is an exciting startup revolutionizing infectious disease diagnostics, by leveraging cutting-edge sample prep technologies, whole genome sequencing and machine learning. We are building the next generation of IVDs, able to perform comprehensive bacterial species ID and antimicrobial resistance and susceptibility (AMR/S) profiling in less than 8 hours of sample receipt, without the need for culture.

Our first application is for Sepsis. Sepsis is responsible for about a third of hospital deaths and costs hospitals in the US about $24B annually. Using the current culture-based approach for pathogen ID and AST that takes 2-5 days and has a 40% failure rate, patients with Sepsis are treated with broad-spectrum antibiotics, leading to significant toxicity, higher rates of organ injury, increased risk of *c. difficile* infection, and contributing to the growth of the antibiotic resistance problem, globally.

By providing an accurate and comprehensive diagnosis within the first cycle of treatment, patients can get appropriate antibiotic therapy for systemic infections such as sepsis, reducing hospital treatment durations and costs.

At DZD, we are passionate about our mission of modernizing infectious diseases diagnosis and treatment. Employees gain experience in a multidisciplinary and fast-paced start-up, and have ample opportunities to acquire new skills, engage with emerging technologies, work closely with our accomplished team, and communicated their results, all while working in a supportive and energetic environment.

As a direct report of the Director, Finance & Operations and a dotted line the CEO, this leader will independently perform the operational and compliance functions of human resources.

Job Duties:

* Ownership of the employment lifecycle including recruitment, hiring, and the
onboarding and offboarding processes
* Benefits selection and administration of the Company’s offerings including
Health, Dental, Vision, Life and 401(k)
* Strengthen existing HR infrastructure including employee handbook, job
descriptions, performance reviews, training materials, etc.
* Partner with marketing campaigns to ensure proper branding of the company throughout the recruitment process
* Ensure the company’s compliance with federal, state, and local employment laws
and regulations and implement best practices
* Actively partner with and advise Leadership regarding inclusion-related trends
and ensure align all processes to our diversity, equity and inclusion (DEI) strategy
* Coordinate, facilitate, and moderate events and forums that educate and build a
community around DEI
* Partner to develop new managers in their transition from individual contributors
to leaders of teams
* Keep an “ear to the ground” to assess employee engagement formally and informally and take action to maintain employee satisfaction
* Work closely with managers to document and resolve employee performance issues to ensure timely resolution in a manner that mitigates risk of legal action by employees
* Benchmark current compensation and benefits packages against market and
suggest recommendations
* Other responsibilities upon request

Qualifications:

* Bachelor’s degree in human resources or related field
* 10+ years of progressively responsible experience in human resources
* Ability to adapt to the needs of the company and employees throughout a pattern of continued growth
* Thorough understanding of human resource principles, practices and procedures
* Excellent time management skills with a proven ability to meet deadlines
* Exceptional verbal and written communication skills and excellent attention to detail
* Life sciences industry and start-up experience is preferred
* Be able to toggle between strategic and tactical
* Must be able to contribute to a respectful workplace

This role is a hybrid role, requiring this HR leader to work onsite at least 3 days per week.

Location:

40 Guest Street Suite 3300 Boston, MA 02135, conveniently located walking distance to the commuter rail stop of Boston Landing, as well as several bus routes

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

Contact Patricia Hunt Sinacole:

508 435 9889

508 380 0830 (cell)

psinacole@firstbeacongroup.com

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