



## About ITM

ITM is a privately owned biotechnology and radiopharmaceutical group of companies dedicated to the development, production and global supply of targeted diagnostic and therapeutic radiopharmaceuticals and radioisotopes for use in cancer treatment. We are developing a proprietary portfolio and growing pipeline of targeted treatments in various stages of clinical development addressing cancers such as neuroendocrine cancers or bone metastases. Our main objectives are to significantly improve treatment outcomes and quality of life for cancer patients through a new generation of Targeted Radionuclide Therapies in Precision Oncology. The headquarters are located in the heart of the research center of the Technical University of Munich (TUM).

We would like to fill the following permanent vacancy in a hybrid model in Garching as soon as possible

## Director Talent and Leadership Development (f/m/d)

**Your role**

**Your profile**

- Design and implement a global talent management strategy, including succession planning, performance management, and high-potential development
- Build scalable talent processes and ensure strong alignment with business priorities
- Lead the implementation and optimization of talent and learning modules in SAP SuccessFactors
- Ensure adoption, data quality, and seamless integration into P&C operations
- Lead and manage company-wide change initiatives, including the development of change strategies, communication and leadership engagement plans
- Support and coach leaders and teams to successfully navigate and implement organizational change
- Design and manage leadership development programs for managers and senior leaders while building an organization-wide learning and capability framework
- Partner with internal and external experts to deliver high-quality learning and development experiences
- Act as a trusted advisor to senior leadership, including the CPO and Executive Leadership Team, contributing to the People & Culture strategy
- University degree in Human Resources, Organizational Development, Psychology, Business Administration (MBA) or comparable study background
- At least 8 years in Talent Management, Leadership Development, Organizational Development, or similar fields
- Experience in fast-growing international environments; biotech/life sciences preferred
- Strong background in change management and leading transformation initiatives preferred
- Hands-on experience with SAP SuccessFactors (talent & learning modules)
- Strong communication, executive influencing, and project leadership skills
- Business fluent in English and German
- Willingness to travel

# Our offer

- Exciting challenges in an up-and-coming and fast-growing company with a high degree of creative freedom
- An open working atmosphere in an international corporate culture with short communication channels
- Comprehensive onboarding programme
- Flexible working hours with home office options
- Attractive special payments
- Just a good salary? Not with us! We also offer you
  - Employee participation programme
  - Job bike or subsidised job ticket
  - Above-average contribution to the company pension scheme
  - Individually tailored further training programme (including German and English courses)
  - Health promotion programmes (e.g. EGYM Wellpass, subsidy for local fitness studio, sponsorship of sporting events, various lifestyle coaching sessions)

ITM is an employer that ensures equal opportunities. Qualified applicants are encouraged to apply and will be considered during the selection process regardless of gender, age, national or ethnic origin, religion or belief, disability, sexual orientation, gender identity, or any other characteristic protected under the German General Equal Treatment Act (AGG).

If you are a qualified individual with a disability or are otherwise covered under applicable law and are unable to apply through our online application process, you may request a reasonable accommodation. Please contact [career@itm-radiopharma.com](mailto:career@itm-radiopharma.com).

When you apply, please let us know your earliest possible starting date and your salary expectations. You can submit your CV in German and English in docx or pdf format.

Apply now

## Contact

+49 89 329 8986 -1709

career@itm-radiopharma.com

ITM Isotope Technologies Munich SE

People & Culture

Walther-von-Dyck-Str. 4

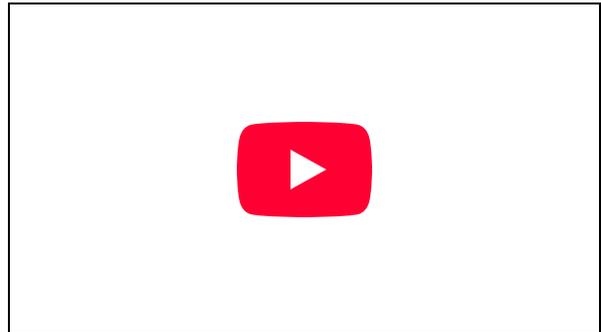
85748 Garching/München, Deutschland

### **Note for recruitment agencies**

Please note that we do not accept unsolicited applications or offers of assistance. The telephone number given in the advertisement is intended exclusively for applicants and should not be contacted for any other purpose. Thank you very much!

## **More about ITM**

With us, you will have the opportunity to work in an international environment on ground-breaking projects that can have a significant impact on cancer care worldwide. We are looking for dedicated, talented and passionate professionals who share our vision and want to help shape the future of oncology. If this exciting challenge appeals to you and you would like to contribute to realising our common goal, please do not hesitate to send us your application. We look forward to hearing from you!



For more information please visit: [www.itm-radiopharma.com](http://www.itm-radiopharma.com)