



TALENT ACQUISITION MANAGER

LOCATION	14 rue Sthrau, 75013 Paris
CONTACT	job@damae-medical.com
CONTRACT	CDI - permanent contract
STARTING DATE	ASAP

What do we do at Damae Medical?

Damae Medical is reinventing skin imaging, revolutionizing the screening, management, and follow-up of skin cancers (melanoma and carcinoma) with its deepLive™ solution, which provides an accurate, fast and reliable optical examination without performing a biopsy.

CE marked, the deepLive™ medical device is based on LC-OCT (Line-field Confocal Optical Coherence Tomography) proprietary optical imaging technology that provides 3D images of the different layers of the skin at the cellular level, complemented by several software and Artificial Intelligence (AI) modules. This innovation is protected by 6 patent families and has already been published in more than 70 scientific and medical publications.

Present in 10 countries and used in more than 30 world leading centers, deepLive™ transforms the daily practice of dermatologists making the management of skin pathologies efficient, reassuring, and non-invasive for the patient. The product is also used by leading cosmetic and pharmaceutical players for research and evaluation purposes.

Based in Paris, Damae Medical currently employs 30 people driven by innovation and continuous improvement. Winner of several innovation awards (MIT Technology Review, Bpifrance, European Commission), the company has been able to invest more than €20 million since its creation in 2014.

Welcome to a world where you can see beyond appearances!





Join us as Talent Acquisition Manager!

You will play a key role in attracting and retaining the talent needed to develop DAMAE Medical. You will be responsible for developing a unique corporate culture and ensuring good HR management within the company.

What will you do?

- **Attract and retain talents**
 - Propose a talent acquisition strategy in coordination with the different departments and needs
 - Propose and implement sourcing mechanisms
 - Select and manage recruitment providers
 - Propose, implement and manage the recruitment process: definition of needs, identification, hunting, interviews, presentation to operational staff, follow-up
 - Implement and manage the onboarding and integration process
- **Lead and develop the company culture**
 - Propose and implement initiatives likely to develop the culture
 - Organise strategic seminars, social events, training sessions, etc.
 - Propose, deploy (or even animate) rituals, make relationships and activities more fluid
 - Collect and share feedback (annual interviews preparation, conflict management and resolution)
 - Ensure that everyone understands the company's operating framework and participate in its development
- **Structure and develop the Human Resources function**
 - Audit the existing situation and define the strategy with the management team: organization, recruitment projections, priority projects for the HR development of all collaborators
 - Develop the HR function: skills development, training, career management
 - Follow-up of departments and advice to managers

What profile are we looking for?

Degree in Human Resources with 3-5 years of experience, particularly in sourcing and recruitment, ideally in a fast-growing start-up context:

- Fluent in English
- Real appetite for the MedTech sector. Experience in the health sector or a regulated sector is a plus.
- Agile, pragmatic and curious, you have an analytical and critical mind
- You implement what is defined and have a sense of results and effectiveness
- Positive and constructive, you are willing to participate in the development of the company and its culture
- Communicative, you are able to share information. Collaborative work methods, multidisciplinary teams, open work environments with little hierarchy, are contexts with which you feel in tune.

Apply via email with reference 22 007 to job@damae-medical.com