



DELIVERING THE POWER OF T CELLS TO CANCER PATIENTS

Immatics combines the discovery of true targets for cancer immunotherapies with the development of the right T cell receptors with the goal of enabling a robust and specific T cell response against these targets. This deep know-how is the foundation for our pipeline of Adoptive Cell Therapies and TCR Bispecifics as well as our partnerships with global leaders in the pharmaceutical industry. Operating from Tuebingen, Munich and Houston, we are committed to delivering the power of T cells and to unlocking new avenues for patients in their fight against cancer. For more detailed information, visit www.immatics.com.

We are currently seeking an

HR Business Partner (all genders welcome)

to strengthen our growing HR team. You will work in Tübingen or Munich supporting our German sites, reporting to the VP People & Organization. Your customer-focused mind-set, hands-on employee service delivery, evidence-based HR practices, and data-driven organizational development will create desired results and help us grow in alignment with our strategic priorities and HR operating model.

Your main responsibilities will include but are not limited to the following tasks:

- Support assigned internal customer groups with all employee life-cycle related matters
- Drive the design and continuous improvement of streamlined, easy-to-use, customer-focused people processes
- Provide coaching and development for individual contributors and managers within your customer groups
- Lead local or corporate-wide HR projects and work streams to support the rapid development of the People & Organization function, operating model, and (digital) service delivery

Your profile

You are fluent in German and English and hold a bachelor or Master degree (preferred) in Human Resources, Organizational Psychology, Labor Law, or a related field. Ideally, you have 7+ years of experience as an HR Generalist in a fast-paced, innovation-driven, entrepreneurial matrix environment (ideally in BioTech, Pharma, or MedTech). Solid experience in labor law, employment relations, recruitment, compensation & benefits, and people and organizational development is desirable. Proven capabilities and certifications in operational excellence, new work, design thinking, training facilitation, and coaching is a plus. At best, you have metrics & KPIs to showcase your impact on the business in previous roles.

You are driven by having measurable impact on the organization to fulfil the Company's mission. You desire to be a role model for supporting values and behaviors, and you apply analytical reasoning and problem solving to the design and delivery of customer-focused solutions. You constantly build your business acumen and understanding of the organization and its environment to enable future success. You love to be challenged to stretch yourself and the organization to get to the next level. You apply active listening, empathy, deep customer insights, and excellent communication skills for maximum impact.

What we offer

We are a committed and inspired team and cherish the collegial, highly motivated and family-friendly atmosphere within Immatics. Our culture allows for a high level of originality, independent thinking and initiative. We believe in supporting our employees' professional and social skills: We enable them to join conferences and trainings as well as to enjoy our Immatics benefits – e.g. job bike, job ticket, Health Programs, childcare benefits, relocation allowance, Company summer and winter events.

If you're interested in working for Immatics, please send us your application via e-mail to RecruitingGER@immatics.com. For more detailed information about Immatics and privacy protection visit www.immatics.com.

