



Nico Reynders
Vice President and Head of Global Talent Partnering
Talent Partner Lead, Americas
UCB

Nico Reynders is Head of Global Talent Partnering and Talent Partner Lead, Americas, for UCB, overseeing the hiring and developing of talents and leaders of the future, fostering a culture of patient value at UCB, and supporting stakeholders across the business to achieve objectives while working to deliver differentiating solutions for people living with severe diseases.

At UCB, everything we do starts with one simple question as the foundation of our culture and objectives: “How will this create value for people living with severe diseases?” In his human resources role, Nico finds opportunities for his teams to be strong partners who foster and drive UCB’s patient value culture across the organization and provide highly efficient and proactive solutions that enable business leaders to focus on core objectives. He is a champion of creating integrated, value-adding teams that enhance the effectivity of UCB employees, create an environment of learning, and embrace a culture of diversity and inclusion to enable the full unleashing of leadership potential in each employee – ultimately supporting UCB’s mission to innovate and create maximum value for patients.

In his current role, Nico is based at UCB’s U.S. headquarters in Atlanta, Georgia where he combines his global responsibilities of leading human resource business partners in more than 40 countries with his local role of Talent Partner Lead for the Americas. He is also a member of the U.S. leadership team. Prior to this role, Nico led Talent Services & Reward from UCB’s global headquarters in Brussels, Belgium. Before that, Nico was the Talent Solution Lead for the Immunology Patient Value Unit. His first role in UCB was Head of HR for Asia-Pacific (based in Shanghai).

Prior to joining UCB in 2010, Nico served as the Human Resources Director for the European Dehumidification division at Munters. He has also held other roles over his distinguished human resources career, including management positions at Randstad Holding, Hudson, and Accenture.

Nico holds a master’s degree in general management, executive MBA, from Harvard Business School (Boston, Ma.) and a master’s degree in human resources management, compensation & benefits management from Vlerick Business School (Ghent, Belgium). Nico is also a graduate of the economics, human resources program at Europese Hogeschool Brussels (Brussels, Belgium).