



Kelly Hicks

Career Consultant

As a Career Consultant with ClearRock, Kelly Hicks partners with professionals across all career stages to navigate transitions, strengthen executive presence, and build strategies for networking, interviewing, and personal branding. She is passionate about helping people gain clarity, confidence, and direction in their careers.

Kelly brings 20+ years as a Global Talent & Human Capital Executive and strategic HR Business Partner to her role, with deep experience advising executive leadership teams across biotechnology, biopharmaceutical, healthcare, and life sciences organizations, including Repligen, Blueprint Medicines, and AbbVie. She specializes in aligning talent strategy with business growth, organizational transformation, and long-term enterprise value.

Throughout her career, Kelly has partnered with senior leaders to build high-performing organizations through executive search, workforce strategy, organizational design, succession planning, and leadership advisory. She has advised executive leadership teams on talent strategy across commercial, corporate, operations, scientific, and technical organizations, helping businesses scale through periods of rapid growth, transformation, and innovation.

In addition to her corporate leadership, Kelly serves as Governance Chair and Board Member for Massachusetts Biomedical Initiatives (MBI), providing strategic governance and oversight to advance innovation within the life sciences ecosystem. She has a bachelor's degree in behavioral science from Green Mountain College and holds affiliations with numerous networks and associations within the spaces of life sciences and women in leadership.

Kelly and her husband are proud parents of three young adult children, including two living with the rare metabolic disorder Phenylketonuria (PKU). Her family's journey has strengthened her commitment to advancing patient-centered innovation and supporting organizations and individuals developing life-changing therapies. Outside of work, Kelly and her family enjoy skiing, mountain biking, water sports, traveling, spending time with their two dogs, and retreating to their home in Vermont's Northeast Kingdom.

Kelly is driven by the belief that the right talent has the power to accelerate innovation, transform businesses, and ultimately improve lives.