

DIPLÔMES & CERTIFICATIONS

“Réfèrent Classification UIMM” (2023)
Master “Responsable Management et
Dév. Des RH.” (IGS Paris 2009)
Bachelor Maths. Appliquées & Sciences
Sociales (Université Versailles 2006)

SKILLS :

English: fluent
Workday / SILAE / HR A : User
Excel: Advanced+ (pivot table, macro &
VBA)
C&B : Hay, Mercer, Aon

ACHIEVMENTS

Since 2022, I've been working within the [REDACTED] company where I've worked on various topics linked to the Employee experience such as health & death insurance for which I've managed a 17 companies wide harmonization. I also successfully designed, negotiated, and implemented a profit-sharing scheme that I mirrored within our foreign subsidiaries.

In the meantime, I've ensured the compliance of our payroll and various internal HR policies with the new French metallurgy CLA. It implied a full review of our job description as well as their weighting and mapping.

C&B Manager

EXPÉRIENCES :

C&B Group Manager

2 300 employees, 20 subsidiaries, 7 countries- Metallurgy
Since April 2022

- Set up of visual HR KPI tracker to monitor HR performance VS company needs.
- Analysis and set up for new Metallurgy CLA
- Internal Benchmarks on HR practices and analysis of legal basis (law, agreements)
- Closure and/or set up of new HR institutional documentation.
- Matrixed management for payroll team (mixed internal and external) for alignment to new CLA.
- Harmonization, weighting and mapping of all positions in France.
- Training manager and trainer (for Ees) about new CLA.
- Creation and/or design of various presentation to be made to Ees Representatives.
- Design, redaction, negotiation of new group agreements (profit sharing, health insurance)

Benefits, Compliance & Policies Manager / ER Lead

1 200 employees, 4 subsidiaries – Switzerland– Pharma / FMCG
June 2019 – September 2021

- Define, adapt, and promote various internal policies (parental leave, homeworking, shift pattern) and benefits (insurances, discounts)
- Maintain and final approval for internal benchmarks (role per role basis) liaising with regional hub and provider.
- Act as SME on all performance, salary, or equity review.
- Train, advise and coach HRM and Manager on job creation and description ensuring overall organization consistency.
- Work on several Merging to ensure HR policies consistency and compliance.
- Work on demerger and analysis and communication on pension fund impacts.
- Facilitate Training to HR (STI, SR, Employer Branding, ...), manager (SR, Perf. Assessment, ...) and staff (appropriate behaviours on the workplace, internal performance system)
- Creation and continuous improvement of local HR tools and process (covering C&B, HR Administration, disciplinary, ...)
- Matrixed management of HRM on all performance related topic and disciplinary.
- Investigation in and above country on complex disciplinary cases.

Within my previous position as Benefits, HR compliance manager and ER Lead, I was in charge to develop and maintain a proper behaviour culture all over our entities in Switzerland. I also created policies and processes to ensure fairness and equity, from a disciplinary point of view but as well from a performance management perspective.

Prior to that, as C&B Manager in France and then in Switzerland, I was accountable for the “pay for performance” culture and application by both HR and managers which I did by designing and deploying learning session, collective and individual. The point was to raise awareness in the appreciation of the performance versus salary and to properly differentiate annual bonuses and salary raises.

I also contributed to numerous M&A where I was in charge to ensure proper integration of the new employee, from their experience perspective whilst ensuring harmonization and respect for my companies’ values.

What else?

I was born in 1983 and I am now the proud father of a boy (2014) and a girl (2016).

I am a big fan of truite fishing and golf (but still beginner on this one).

I played piano for several years.

I am a serial amazon reviewer (and member of the amazon reviewer club – Vine)

Switzerland Reward Lead

1 200 employees, 4 subsidiaries – Switzerland – Pharma / FMCG
September 2016 – May 2019

- Coordinate and single point for contact for Salary & Performance review.
- Advise, train and coach HR team as manager on various HR topics.
- Maintain salary benchmarks on a role per role basis.
- Propose and approve final hiring packages and salary increases.
- Maintain in country organization consistency through job grading (Aon), advising HRM on job description and impacts.
- Advise manager and top leader on their organization and impacts of any new position.
- Coordination and/or creation and/or negotiation and promotion of new HR policies (Paid leave, New site CWA).
- Maintain STIP, communication and facilitation, training to HR and leaders.
- Final sign on for Swiss yearly salary review approval.

France Plants Compensation Manager

Up to 2 300 employees, 4 plants - Pharma
April 2014 – August 2016

- Maintain salary benchmarks and consistency over plants.
- Propose and/or approve hiring packages and any off-cycle salary increases.
- Coordinate and support annual performance and salary review.
- Contribute to the onboarding of a 1000+ Ees plant in the GSK C&B Scheme and philosophy (negotiation and relation with unions, training of HR & Manager, dedicated equity review ...)
- Maintain STIP French subplan with training to HR and leaders.
- Support finance with social accruals in line with IAS 19 standards.

C&B Analyst

2 500 employees, –4 plants & 3 subsidiaries. – Pharma / FMCG
September 2012 – March 2014

- Internal KPI Tracking and SLA with provider.
- First deployment of the internal salary equity analysis tool for GSK France
- Deployment and coordination of the annual salary and performance review with a 3-level approval process under Excel.

HR Admin

400 employees – 3 subsidiaries – Pharma / FMCG
October 2010 – August 2012

Université Versailles Saint Quentin – Educational Unit Teacher

2010 - 2012

Teacher in auditorium and tutorials to 120 L3 students / year regarding “HR for Employees, Rights & Duties