

# Pauline

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## Education

### **Rennes School of Business – Rennes, France**

**September 2015 – December 2018**

- Master's Degree in Management, Specialization in Human Resources
- Semester abroad: Centrum Graduate Business School (Lima, Peru)

### **Neoma Business School – Reims, France**

**September 2012 – July 2015**

- Bachelor's Degree in Business and Administration
- Semester abroad: Cardiff University (Cardiff, UK)

## Professional Experience:

### **Forvia – Méru, France**

**October 2022 – Present**

*Human Resources Manager – Research and Development Center*

- Served as Human Resources Manager of R&D site employing +700 international engineers while directly leading team of 4 Human Resources Business Partners and 5 apprentices.
- Managed site's HR policy including external brand attractiveness with university partnerships management, job fairs participation, and social media content creation.
- Proactively supported managers and employees in HR domains such as career management, compensation & benefits, training, onboarding, recruitment, contract negotiations (from contract offer to contract termination).
- Managed social relation negotiations with French Labor Unions on work conditions, organization of professional elections, and organization of monthly work councils.
- Organized annually more than 30 employees' wellness programs designed to improve employees' engagement.

### **Forvia – Méru, France**

**July 2021 – September 2022**

*Human Resources Business Partner - Engineering Division*

- Lead activities to support managers & employees (+300 engineers) including contract negotiations, legal analysis, employee onboarding & retention, and employee international mobility.
- Responsible for conducting controlling analysis of monthly HR KPIs, headcount forecast and budget planning, PowerPoint presentations creation and monthly presentation to Europe Division Top Management.
- Managed and successfully developed HR apprentices.

### **Forvia – Nanterre, France**

**June 2018 – June 2021**

*Human Resources Generalist – Information & Technology Division*

- Managed annual salary review & people review processes, employee yearly reviews, succession plans creation.
- Led creation of Digital department: recruited and onboarded of over 50 people per year, created annual training plan ensuring monthly training hours objectives were reached, developed company attractiveness with university partnership.
- Developed internal mobility applications creating a communication campaign: +25% applications per month

**Previous experiences:** Assistant Product Marketing Manager in the Wine industry, Assistant Human Resources Business Partner in the Aviation Industry, Talent Acquisition Specialist in the Employee Recruitment Industry (Barcelona, Spain).

## Foreign Languages:

French – Mother Tongue, English – Fluent, Spanish – Fluent

## Other Interests:

Traveling, Foreign Languages, Cuisine, Reading and Hiking