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## SENIOR HR BUSINESS PARTNER

*During my 20+ years of experience, mainly within international Groups and in matrix structures, I have worked on all the aspects of the HR function, supporting General Managers, Operational Managers and/or HR and Legal Managers France-EMEA-WW, for a scope of blue or white collars, ranging from 60 to more than 500 people (when my missions were to closely support Directors and teams) and up to thousands of people when my missions included the management of European or Group Projects, which was regularly the case.*

*Multitasking, persistent, solution oriented and agile, I have a genuine appetite for multicultural and international relations, and a strong ability for tackling several projects at once, and I systematically strive for excellence in my work and that of my colleagues.*

### MAIN LATEST EXPERIENCES

- Oct 24**      **SUNTORY - OSF (Soft drinks production) – Fixed-term contract**  
**June 25**      **Senior HRBP- CBA: Wines, ciders, fruit juices, syrups, spirits and liqueurs– HC: 652**  
**Reporting to: P&C Director**  
**Context: transformation projects**  
Main missions:
- Working with stakeholders and their teams to support them in their strategic 'People' priorities.
  - Assisting and advising members of the Executive Committee on the development and implementation of programmes and strategic initiatives that affect their teams (e.g. change management).
  - Managing transformation HR projects and taking part in Change Management.
  - Responsible for managing employee relations independently for the Topline entity (Sales, Marketing, Support Functions), in liaising with the Head of Employee Relations.
  - Working with the various Centres of Expertise (Talent, Compensation & Benefits, Learning) to implement and negotiate HR programmes and initiatives.
- Mar 24**      **CONFIDENTIAL (Cloud Company) – Transition Management Mission**  
**Jul 24**      **HR Consultant - CBA: SYNTEC & Metallurgy – HC: 272**  
**Reporting to: Director Employee relations (USA)**  
**Context : social plan**  
Main missions:
- Handling day-to-day HR matters related to turnover, payroll, training, reporting, career management, social relationships.
  - Main point of contact for the HR teams abroad (US, EMEA, payroll shared services, etc.) and for external providers, if need be (lawyers, Labour Inspection, etc.).
  - Social plan:
    - Supporting the senior HRC and implementing the different actions related to workforce management
    - Taking part in all transition projects needed to implement the social plan and the future organization
    - Bringing support to the operations and dealing with complicated human situations (stress, social and psychological issues, etc.).
- Oct 22**      **VALEO (Automotive supplier) – Transition Management Mission**  
**Mar 23**      **HR Consultant for the R&D Centre and HQ – CBA: Metallurgy – HC: 780**  
**Reporting to: HRD – Management of 1 DR**  
**Context: implementation of Workday**  
Main missions:
- Provide HR support to the Operations, coach Managers and employees on HR matters
  - Coordinate and cooperate with BG and Operations on talent development (tools, processes, policies, training, promotions, career development, mobility, validation of specialists and experts, etc.)
  - Coordinate and cooperate with BG and PG HR teams and/or Managers on HR process management: end-year review, yearly salary review, Variable remuneration follow-up and VR remuneration objectives, Recruitment review, onboarding, retention, exit interviews, etc.

- Participate in and contribute to the implementation of WORKDAY (reliability of data before migration, support to HR team, training sessions, change management, etc.)
- Guarantee the respect of the weighting of positions (grading), in connection with the C&B policies
- Recruitment along with the TA teams and the Operations; follow-up the budget along with Controlling teams, Monthly 'France recruitment reviews'
- HR administration: interface with payroll, updating of PeopleSoft and Workday, recruitment requests on Smartjobs and Workday), etc.

6 Feb 22  
Jul 22

**CHANEL – Mission – Fixed-term contract**  
**IT and e-business HR Manager – CBA: Chemical & related industries – HC: 2800**  
**Reporting to: IT & Digital HR Director (HC 500+) – Scope: 120**  
**Context: Development of Chanel Tech and IT teams**

Main missions:

- Support to IT & Digital Directors & Managers in their day-to-day staffing and (re)organisational matters
- Setting up of an HR partnership with Leaders and employees, providing pragmatic coaching and guidance to the Business
- HR strategy implementation in line with Business orientation and objectives (implementation of a digital culture)
- HR process Management: recruitment, training, promotions, performance management, compensation, redundancies, onboarding, offboarding, Talent Reviews, yearly retrospective reviews, Retention, Payroll budget monitoring, etc.

May 21  
Nov 21

**MANERGY– %Member of the CODIR – Fixed-term contract**  
**HR Director Group – CBA: SYNTEC – HC: 250**  
**Reporting to: Group Managing Director**  
**Context: creation of the HR department**

Main missions:

- HR strategy (2021/2023 HR roadmap)
- HR administration and payroll controlling
- Work and occupational committee (CSE)\*%%
- Individual and Collective labour Relations
- Collective agreements (from drafting to implementation)

Jul 17  
Dec 18

**IDEMIA – Mission - Fixed-term contract**  
**ITO HR & GPEC/GEPP Project Manager – CBA: Metallurgy – HC: 16,000**  
**Reporting to: Integration & Transformation Office Director**  
**Coordination of teams varying according to the different projects**  
**Context: post-merging HR actions**

Main missions:

- Management of HR carve out and merger projects (Oberthur Technologies and Morpho)
- Implementing a new global organization and follow-up of the HR transformation plan
- Implementing engagement surveys and Business improvement plans, etc.
- Implementing a competency development scheme (as part of the 'GEPP/GPEC')
- Identification of a job mapping as part of the harmonization of Oberthur Technologies and Morpho policies and practices
- New job descriptions in liaising with an external contractor
- Talent and Talent retention policy
- Management of HR DBs and identification of new HR reporting
- Tracking of all the actions re: to HRIS (performance and salary reviews, mobilities, etc.)

%Jun 14  
Jul 17

**AlixPartners – Mission then permanent**  
**Strategic Staffing & HR Manager France & Office Manager – CBA: SYNTEC – HC: 65**  
**Reporting to: EMEA Legal Director/EMEA HR Director/HR Director USA/Managing Director and Partner France**  
**Management of 5 DR**  
**Context: creation of the HR department**

Main missions:

- HR administration, Payroll and Office Management
- Individual & Collective labour relations and collective agreements
- Work Council
- Legal requirements and corrective actions/HR advice and Labour law
- Employee litigation
- Employee relations and HR policies in liaising with lawyers and/or Legal Department in London
- Overhaul & Management of Additional Security coverage and Provident schemes
- Performance reviews & Performance Improvement Plans, in liaising with the EMEA Talent Director

- Jul 13**      **GE–HR – Temporary mission (replacement of 2 HR managers)**  
**Jan 14**      **HR Manager for 3 companies: Power Controls/Bently Nevada/Power conversion (and additional missions for HQ) – CBA: Metallurgy – HC: 159 (300 at HQ)**  
**Reporting to: France HRD**  
**Context: miscellaneous, including the management of WC, mobility and talent development actions and the bringing into compliance of one site after a 6-month absence of the local HRM**  
Main missions:
- Individual & Collective labour relations/Labour law
  - Legal requirements and corrective actions
  - Works Council management and staff representative election for one site
  - Compliance and regulation
  - Employee litigation
  - Recruitment; talent retention, individual development plans, Career & Mobility
  - HR, Legal and organisational advice to Operational Staff
- Sep 12**      **SNC L'Equipe – Fixed-term contract**  
**Mar 13**      **Training & 'GPEC' Manager – CBA: Newspapers – HC: 504**  
**Reporting to: HRD (National publishing) – Management of 1 DR**  
**Context: social plan**  
Main missions:
- Support to the Social Plan
  - Job & Competency planning ('GPEC') project (team project: HRDs of the Amaury Group)
  - Training plan and implementation – Training KPIs (management of 1 direct report)
  - Preparation and animation of training committees
- Mar 08**      **Goodyear Dunlop Tires France – Mission, then Permanent**  
**May 12**      **Human Resources Development Officer and VP HRD – CBA: Rubber – HC: 372 (3500 total France)**  
**Reporting to HR Director – Management of 1 and up to 3 DR and 3 functional reports**  
**Context: social plan in Amiens**  
Main missions:
- HR administration and HR strategies
  - Recruitment for support functions & School Relationships
  - Performance and Assessment Management
  - Training & Management of Training Managers (5 locations in France – HC: 3,500)
  - Creation of GDTF as a training centre in France and tracking of the ad-hoc legal requirements
  - Succession planning
  - European HR projects (mostly on training matters)
  - Occupational risks and security

## EDUCATION & TRAINING

- 2025-2026**      **Tech transformation for Business leaders – ESCP**
- 2019-2025      5-year level in Business Law/*Conservatoire National des Arts et Métiers* – Paris & IDF  
Extra learning unit: *Talent Management, GPEC & HR innovations.*
- 2002-2005      5-year level in Human Resources Management/*Conservatoire National des Arts et Métiers* – Paris  
Extra learning units: *Adult learning - Training plan - Training Engineering.*
- 1997              4-year degree (French '*Maîtrise*' in English Literature and Civilization (with hon.)  
*Universities Paris X–Nanterre & Glasgow University (ERASMUS programme)*
- 1992-1995      Preparatory school (*Hypokhâgne/KhâgneX2*) to *Normale Sup. ULM – Sèvres/Lycée Molière–Paris*
- 1992              French *Baccalauréat A2* (Humanities & Foreign languages) (with hon.)

## FOREIGN LANGUAGE SKILLS

Native speaker: **French**    Fluent: **English**    Academic: **German & Spanish**    Beginner: **Japanese (self-taught)/**

## INFORMATION TECHNOLOGY

Excel, Word, PowerPoint, Outlook, Workday, PeopleSoft, SuccessFactors, SAP

## EXTRA-CURRICULAR ACTIVITIES

Theatre (19 years), Psycho-criminology (2025 EFPP Certificate), Pilates, drawing, fantastic movies