

As the business lines' strategic partner, Human Resources implements HR policies that are adapted to technological, regulatory and social transformations. To offer a modern and competitive work environment to staff, Crédit Agricole CIB's HR department:

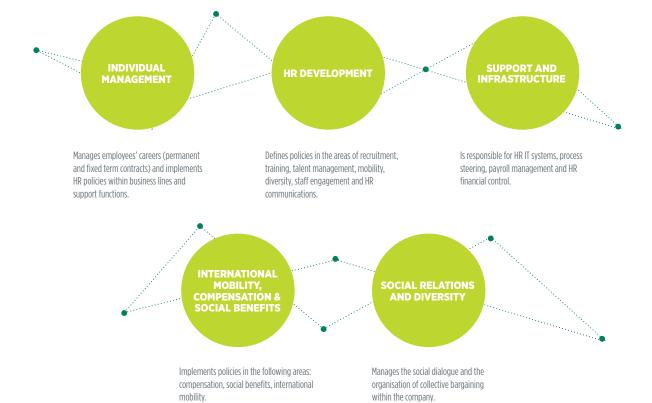
- encourages development and employability,
- guarantees fairness and promotes diversity,
- promotes quality of life at work,
- promotes employee participation and social dialogue.

Integration Recruitment Individual management
Training Diversity Social relations
Mobility Talent management
Social benefits Compensation
Payroll Reporting

19 countries
215 employees
including 45%

in our international network

## **BUSINESS LINES**



Follows employee representative bodies and steers the social legal expertise.



#### HR MANAGER M/F

You adapt and run Human Resources policies within a given perimeter in collaboration with management and HR expert teams

Your missions:

- to ensure employees' individual management while ensuring social regulations are applied (recruitments, career management, mobility, training, disciplinary procedures, etc.);
- to provide HR support and advice to business line heads in managing their teams, their development and the implementation of organisational and transformation projects;
- to steer HR processes (annual assessment, compensation review, employee review, career committees, succession plans, training plans, etc.);
- b to follow HR indicators, related dashboards and the various benchmarks used;
- b to actively contribute to HR and business line transversal work projects.

#### **COMPENSATION ANALYST M/F**

You participate in implementing the Bank's compensation policy taking into account the economic, social and competitive context of the markets in which the Bank is involved.

Your missions:

- b to steer the fixed and variable compensation system;
- to contribute to the various tasks related to the compensation process (salary increases, profit-sharing, capital increases, etc.);
- to conduct studies and analyses on data and structures linked to compensation and their evolution;
- to manage and control job-related benefits;
- by to help define and elaborate the various reporting documents and dashboards linked to the compensation process;
- to carry out simulations for salary revisions and new recruits;
- to take part in 'job weighing' using the 'Hay Group' method.

## HR DEVELOPMENT MANAGER H/F

You are in charge of several processes and projects that aim to identify, retain and develop employees within a global perimeter

Your missions:

- ▶ to manage evaluation campaigns for all employees and 360° reviews for top management;
- to take part in identifying, following and developing talent pools;
- to carry out initiatives and development programmes dedicated to talented members of staff;
- to promote diversity: following indicators, preparing the international diversity week and reflecting on/rolling out initiatives that encourage diversity;
- to encourage staff engagement through annual surveys and plans.

## CANDIDATE PROFILES

- Universities / HR or business schools
- ▶ HR specialisation
- Listening, analysis and summarising skills
- Confidentiality
- Empathy and diplomacy
- Ethics & compliance
- ▶ Fluent English

HR departments of Crédit Agricole Group entities



Support functions

# The **+** points.



Strategic partnership with the business lines

International dimension and multicultural environment

**Constant transformation due to changing regulations** 

To apply, visit www.jobs.ca-cib.com













