



# Human Resources

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



**INDIVIDUAL  
MANAGEMENT**

Manages employees' careers (permanent and fixed term contracts) and implements HR policies within business lines and support functions.

**HR DEVELOPMENT**

Defines policies in the areas of recruitment, training, talent management, mobility, diversity, staff engagement and HR communications.

**SUPPORT AND  
INFRASTRUCTURE**

Is responsible for HR IT systems, process steering, payroll management and HR financial control.

**INTERNATIONAL  
MOBILITY,  
COMPENSATION &  
SOCIAL BENEFITS**

Implements policies in the following areas: compensation, social benefits, international mobility.

**SOCIAL RELATIONS  
AND DIVERSITY**

Manages the social dialogue and the organisation of collective bargaining within the company. Follows employee representative bodies and steers the social legal expertise.

## Some of the positions we offer



### HR MANAGER

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.);
- ▶ to follow HR indicators, related dashboards and the various benchmarks used;
- ▶ to actively contribute to HR and business line transversal work projects.

### COMPENSATION ANALYST

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:

- ▶ 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;
- ▶ 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

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



## 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](http://www.jobs.ca-cib.com)**

