



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



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

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

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



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

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

