

Marion PELISSIER

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Professional Experiences

Estée Lauder Companies, Paris

Since March 2021

Cosmetics– Estée Lauder, Clinique, MAC, Tom Ford Beauty, Darphin...
Human Resources Business Partner – 200 people

- Advice to managers in the development of their teams, support in the implementation of HR processes: recruitment, training, budget, mobility, performance, salaries, increase plans
- Support for employees in all career monitoring activities: trial period, desire for development, training, mobility, annual and professional interviews, end of contract, etc.
- Drafting of contracts, amendments, management of special leaves, Social Report, 'BDES' and other administrative elements
- Legal watch, management of individual relations, disciplinary matters, operational advice to teams
- HR Development and Project Management (CSR, Inclusion and Diversity, Association Ruban Rose)
- Management of a work-study student in charge of recruiting interns and work-study students, development of a Campus Management strategy

Petit Bateau, Paris

From September 2019 to March 2021

HR and Recruitment Project Manager – (1 300 people)

- Recruitment and integration manager for the Retail part of Petit Bateau (management of the perimeter of the 130 stores in France, contact for field employees (Store manager and salespeople) and their Regional Managers, management of HR issues in the field, etc.). Make the recruitment team real business partners to contribute to the performance of the field and the growth of turnover
- Management of two work-study students for the recruitment part
- Internal trainer on recruitment training for Store Managers
- Disability referent for the retail side in connection with the agreement signed with Agefiph for the implementation of a Disability Policy at Petit Bateau (Recruitment of people with disabilities, job retention and awareness). Establishment of Gestures and Postures training and disability-related events, numerous trips to the region. Budget management for the disability agreement

Estée Lauder Companies, Paris

From July 2018 to September 2019

Cosmetics– Estée Lauder, Clinique, MAC, Tom Ford Beauty, Darphin...
Human Resources and HR Development Manager

- Recruitment of interns and work-study students (announcement, sourcing / hunting, telephone and physical interviews, final offer for more than 100 recruitments in support functions over the year: product marketing, digital marketing, communication, finance, etc.)
- HR monitoring (monitoring of a population of employees, quarterly interviews)
- Contractual part (establishment of internship agreements in connection with schools and work contracts for work-study students in connection with the OPCA and the CCI)
- Induction (organization and participation in induction days for new employees on permanent contracts)
- Communication and internal events (creation and organization of internal events such as Inclusion & Diversity Week)
- Training (organization of internal training for all head office employees)
- Employer brand and HR Development (development of partnerships with Job Teaser, Happy Trainees, organization and presence on school forums)

Puig, Paris

From January 2018 to July 2018

Fragrances – Paco Rabanne, Jean Paul Gaultier, Nina Ricci, Prada, Comme Des Garçons ...
Human Resources Manager, Brands - Recruitment and Campus Management

- Recruitment (recruitment officer for the new promotion of interns and work-study interns, the entire recruitment process for more than 50 recruitments in support functions)
- HR and Administrative / Contractual part follow-up (update of the pool of candidates, establishment of internship agreements and work-study contracts)
- Induction (organization and animation of induction days for trainees and work-study students)
- Campus management Strategy (Job Teaser, Seekube, Happy Trainees partnership and presence on school forums)

Dalkia Centre-Est, Lyon

From January 2017 to August 2017

Energy Industry
Human Resources Officer



Education

INSEEC U Business School – Paris, France <i>MSc 2 Graduate – Human Resources Manager – With High Honors</i>	Sept. 2018-2019
INSEEC U Business School - Lyon, France <i>Bachelor's in business administration</i>	Sept. 2014-2018
INSEEC U Business School – London, UK <i>Academic Exchange</i>	Sept. 2016- Dec. 2016

Linguistic and computer skills

English	Fluent - TOEIC: 845/990
Pack Office	Complete notions

Activities and Interests

Hobby Ski, Volleyball, Singing**Travels** Chicago, Dublin, Bangkok, Amsterdam, Brussels, London