**Patrice MALAURIE**

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My Linkedin Profile

## HRIS Project Manager, HR Consultant
## Applicant Tracking Systems & Talent Acquisition Expert

### PROFILE

Expert in process optimization and development of HR tools with predilection for areas of recruitment, mobility, onboarding, performance management, training and community management.

- Strong experience in design and implementation of innovative HR projects.
- Thorough knowledge of software solutions for talent management.
- Project management for talent acquisition solutions, onboarding, and internal mobility in SaaS mode for external and internal customers.
- Bilingual in French and English with experience in HRIS projects in a global context, while working with multicultural and multilingual teams.

### SKILLS & COMPETENCIES

**Project Management**

- Coordination of Steering Committees and working groups
- Definition of functional specifications.
- Supervising HR Consultant teams
- Interface between the HR skills and the technical platforms.

**Product expertise**

- **SmartRecruiters:** Management of a 3 years deployment project in 54 countries (75000 employees).
- **Taleo**: 50+ deployments and optimization projects as an external consultant (20+ for French CAC 40).
- **JobMeeters**: Creation of a Saas platform dedicated to referral programs.
- **Oracle HCM Cloud**: Set up and administration of Goals and Performance processes ( 5 years – 8000 Employees).

**Recruiting / Internal mobility**

- Support and implementation of process and solutions to facilitate talent acquisition, referral programs, internal mobility and onboarding.
- Recruiting of executive and non-executive staff in all sectors (Manufacturing – Construction – Services).
- Implementation and management of each recruitment step: Analysis of requirements, profile definition, sourcing, prescreening, evaluation, integration.

**Training**

- Conception and implementation of tailored training plans.
- Face to face and remote training delivery.
- Training for recruiters, hiring managers and central administrators.

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## PROFESSIONAL EXPERIENCE

**2019 – February 2023**                                **SGS Group (Corp IT)**
*Project Delivery Manager*

The Project Delivery Manager has primary operational responsibility for all deliverables and commitments in the scope of a project or a service delivered by a supplier.
- Oversee the planning, development and quality control.
- Monitor deliverables to ensure they meet scope, financial and timeline objectives.
- Setup Steering Committee and present the project status to the top management.
- Manage the interface with the business and act as a single escalation point.
- Remove any obstacle or blockers to delivery.

Last achievements:
2019 - 2020: Decommissioning of the former Applicant tracking system (Taleo) and replace it by a new one (SmartRecruiters) for 17 countries.
2020 - 2021: Extending the deployment of SmartRecruiters to 18 additional countries and reach 35 countries deployed in 17 languages (50 000 employees).
2022: Last wave of deployment with 16 more countries (70 000 employees - 9000+ users – 19 languages - 4000 open positions).

**2015 – 2019**                                **SGS Group (Corp HR)**
*HRIS Stream Lead – Talent Management (Talent Acquisition & Performance)*

SGS was starting a Global initiative to implement and deploy a corporate HRIS based on the Oracle Fusion / Taleo / Seertech (LMS) suites in more than 100 countries around the globe.

My primary responsibility was to Project Manage the implementation at the Global level, according to the overall Program roadmap, of the Oracle Taleo Recruitment module (including Oracle Social Sourcing) and Oracle Fusion Performance & Goals modules.

Achievements over the first 2 years:
- Talent Acquisition module (Taleo V17 + Social Sourcing) deployed in 17 countries
- HCM Cloud R11 Talent Management modules (Performance and Goals) deployed in 35 countries.
All modules were live in 11 languages.

**2008 – 2015**                                **Talentys (Sqorus group)**
*Consultant in Talent Management and HRIS – Taleo Practice Leader*

**Deployments**
Project management. Analysis of recruiting, internal mobility and onboarding processes. Preparation and facilitation of design workshops. User acceptance testing organization. Integration with career websites, internal applications and 3rd party providers. Set up. Training of System administrators and end users.(Point P, PSA, Maaf, Rhodia, Michelin, Thales, Manpower, SGS).
**Optimizations**
Operational support for new parameter requests. Knowledge transfer for platform administration. Harmonization of the process tools respecting the functional usage differences. Reporting revamping. (BPCE, Michelin, Alstom).
**Upgrades**
Management of the project, methodological support (PWC, Eiffage, Alstom, Bouygues construction, Air France, Faurecia, Bourbon, Veolia).
**Trainings and users/administrators Support**
Implementation and remote users support for Europe (French and English). Conduction of face-to-face training sessions for every new user and through Webex for advanced functions (GDF SUEZ, Colas).

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**2005 – 2008**          **JobMeeters (Software editor)**

*Co-Founder, VP Product Director* *(SAS €48,000 of capital, 9 employees)*

Conception, Maintenance and Development of functional architecture of the website. Customer care management. Community manager of referrers. www.jobmeeters.com. Rewards: BestInnov Capital IT 2006, Clic d'or TPE 2006.
Project director: Supporting customers in setup, deployment and animation of private solutions for co-opt recruitment program and community management of employees.

**2002 – 2005**          **Merlane (Management advising and HR Outsourcing)**

*HR consultant* *(Externalized position for Volkswagen Group France)*

Operational HR consultancy for a network of 30 car dealers under control of manufacturer. HR diagnosis (Benchmark), Defining action plans, Support in implementation methodologies, Hot line on any HR subject (Recruitment, management, legal ...).
Team Management of 5 consultants (3 Paris, 1 Lyon , 1 Toulouse) covering 180 distributors.

**1990 – 2002**          **ADIA Temporary work (Adecco Group)**

From *Recruitment Consultant* *(Agency) to* **Quality and Methodology of Recruitment Manager** *(Regional responsibility of 110 agencies)*

Responsible for supporting the rise in skills for recruiters of the agencies network and facilitate the process of quality assurance newly established.
Position creation and mentoring of 5 other colleagues on other regions.

**EDUCATION**

- SmartRecruiters Expert Certification (Feb 2023).
- Oracle Taleo Recruiting Cloud Service 2013 Certified Implementation Specialist.
- Modelling of HR processes and procedures.
- Design of training programs and educational sessions animation.
- Project management -  ISO norm.

**85 – 89** Physiotherapist diploma.