

Nadège OUARY
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HUMAN RESOURCES DIRECTOR

20 years experience in HR
Management committee member

COMPETENCIES

Human Resources

- ✓ **HR steering** in alignment with the **company strategy** (HR department creation, HR policies and processes creation...),
- ✓ **Recruitment** (+ 250 : workers, technicians, administration, executives) and integration of new employees,
- ✓ **Training** (training plan, budget = up to 9 % of the total payroll, looking for financial support...),
- ✓ **Labour relations** (collective bargaining, company level agreement, elections, Annual Mandatory Negotiations...),

Management

- ✓ **Team animation**, (up to 12 people), team support,
- ✓ **Individual interviews**,

Communication

- ✓ **Communication plan creation and implementation** (internal and external),
- ✓ **Communication tools creation**,

- ✓ **Competence and career management** (change management, job descriptions, professional interviews, evaluations...),
- ✓ **Personnel management** (+ 200 contracts and contract amendments/year, labour laws, disciplinary procedures...),
- ✓ **Compensation**, key business indicators and statements, reporting systems,
- ✓ **Management consulting**,
- ✓ **HR projects** (complementary health insurance, professional equality, time savings account...).

- ✓ **Transversal management** with conducting of project,
- ✓ **Talent management, reorganization...**

- ✓ **Design/conception** of company **Website**,
- ✓ **External business relations**,
- ✓ **Event planning...**

WORK EXPERIENCE

2013 to today :

(Fish Port opened 24 hours/24 – 7 days/7– Services Company)
(120 employees – activities allowing + 3 000 jobs for the economic development)

HUMAN RESOURCES MANAGER
SEM LORIENT KEROMAN

1998 to 2012 :

(Consultancy Company – **agricultural** sector)
(160 to 200 employees – 2 500 to 3 000 clients)

HUMAN RESOURCES MANAGER AND ADMINISTRATIVE MANAGER
Contrôles de Performances

1989 to 1997 : (sectors : **medical-social, banking, services, agricultural, public**)

Contrôles de Performances, Mutualité Retraite, C.C.A.S., Crédit Mutuel, BPBA, Trésorerie Générale pour l'Étranger

Assistant

COMPUTER SKILLS

- ✓ Software : Word – Excel – Powerpoint – Outlook – Outlook Express
Sage Paie – Payami
Mindjet – Access – Publisher

LANGUAGES

- ✓ English professional : upper intermediate level
- ✓ French : native

EDUCATION AND DIPLOMA

July 2011 : **Master 1 Human Resources Manager** – CESI ORVAULT

1998 to 2012 Professional training : management, HR, problem solving, change management, The Structure and Dynamics of Organizations and Groups of Berne, financial management, self improvement...

November 1989 : Diploma "Secretary of Management"

June 1988 : Baccalaureate A1 (humanities and mathematics) – High School Jean PERRIN REZE

TO KNOW +

- + **ANDRH 44** (HRD national association) : member since February 2009 – board of regents member since January 2010
- + Professional reading : Personnel – Management – Entreprise & Carrières – RH & M – Courrier Cadres
- + Hobbies : photography – voluntary work (employability and middle art) – choral