

Mathilde GUILLOT BERNIER | PHR

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Professional experiences

2023 / 25 BOSTON UNIVERSITY

HR Business Partner – Boston, USA

Responsible for delivering employee relations services to Boston University's schools, colleges, and departments in support of the University's strategic priorities

- Provides day-to-day performance management guidance to line management
- Provides guidance on business unit restructures, workforce and succession planning
- Conducts investigations for complex employee relations issues
- Supports administration of the University's collective bargaining agreements with unions

2015 / 22 WAVESTONE

2022 *US HR Manager Interim – New - York (Boston remotely), USA*

Lead of HR operations for Wavestone USA for a scope of 130 employees

- Rolled out HR processes in the USA, in collaboration with HR global team and supporting managers
- Ensured integration of businesses recently acquired in the USA, align HR processes and teams
- Participated in the USA steering committee to align HR purposes with US strategic objectives
- Managed the US HR team (1 HR officer, 1 HR assistant, 1 payroll officer, 1 office manager)

2018 / 21 *HR Business Partner – Paris, France*

In charge of HR operations for a scope of 300 employees: integration, performance management, retention, conflict resolution & litigations, mobility & relocation

- Provided managers coaching on HR processes: integration, performance management/people review, retention and exits
- Implemented individual and collective action plans to support engagement and gender equality
- Responsible for "Great Place to Work" (ranked 1st in 2022, France ranking) and Glassdoor surveys
- Participated in steering committees, validated and deployed HR strategy for related scope

2015 / 17 *Consultant in Management*

- Contributed to the business transformation of leading CAC40 French companies
- Participated in building and implementing the cybersecurity strategic plan of Saint-Gobain Group

2014 **L'OREAL, Lancôme, Paris, France**

PR & International Communication Project Manager

2013 **CHANTELLE, New York, USA**

Internship - Ecommerce Assistant

Education & Certifications

2022 **PHR (Professional in Human Resources)**

Certified professional - US laws and regulations for technical and operational aspects of HR

2022 **MBTI (Myers-Briggs type indicator)**

Certified practitioner - integration of MBTI tool in professional coaching for both individuals and teams.

2010 / 14 **EDHEC Business School, Lille, France**

Master in Management

2013 **ICADE Business School, Madrid, Spain**

Visitor in marketing program

2008 / 10 **French Preparatory Classes – Hypokhâgne / Khâgne**

Blomet high school in Paris (Major History & Geography)

Interests & other achievements

2010 / 12 **EDHEC Sailing Boat Cup**

Communication Manager of the leading European student event (3000 participants)

Sports

Classic dance, Tennis, Running and Hiking