

WILLIAM FAULKNER

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Lang. English / French
Nat. Irish

INTERNATIONAL HUMAN RESOURCES BUSINESS EXECUTIVE

**Substantial international experience, including Start-ups, Turnarounds, Acquisitions and major pan European & Middle Eastern restructuring across several sectors. Project Management & ERP/HRIS, Talent & Performance Management
Strategic & Operational. Globally Mobile.**

Key Skillset:

- International Restructuring, start ups and closures
- Managing US subsidiaries in Europe (EMEA including Central & Eastern Europe, UAE, CIS / Russia). **Divisional, matrix & virtual 'structures'**.
- **HRIS** Implementation
- Strong business focussed HR skills in strategic international environments
- Practical working experience across legal boundaries / jurisdictions / employment law
- Executive Resourcing and **Talent Acquisition** inc Central / Eastern Europe, CIS, Middle East, US.
- Reorganisation / management of HR (operationally) during **company mergers / acquisitions**.
- Due diligence (International).
- Implementation of HR / employee related due diligence pre and post international acquisitions
- Cross border Management Development and Assessment (**Advanced Psychometrics** – cross culture), Graduate recruitment & Employer branding.
- Practical day to day '*role your sleeves up*' country General Management

Relevant Experience:

- Major restructuring of organisations notably in Eastern Europe, France, Italy, Germany, Spain, UK and Middle East – HR Audits
- Start-ups and closures (Europe wide)
- Identification and recruitment of Country Managers / Directors in central and eastern Europe including Russian Federation
- Management of HR function on a day to day basis throughout Europe and Middle East
- Strategic Human Resources Development
- Outsourcing HR (low added value activities)
- Development of Project Based international Exchange and development programmes
- Skills and competency assessment of European / US / Middle East high talent pool
- HRIS Assessment, Selection and Implementation (Internationally) Oracle ERP
- C&B, Job Evaluation (Hay)

Market Sectors:

- IT & High Technology (incl e-commerce),
- Professional Services
- Media (print and broadcasting)
- Leisure and hotels
- Manufacturing
- Research / Think Tank
- Government

Education/ Professional Qualifications

- | | | | |
|--------|------------------------|---------------------------|------|
| • 1991 | MBA Brunel UK | FCIPD | FCMI |
| • 1979 | BSc Oxford Brookes, UK | AAPM (Project Management) | |

WILLIAM FAULKNER

Professional Experience 2001 - present

OPERATIONAL ASSIGNMENTS/ CONSULTANT/ INTERIM

Manager, Human Resources Abu Dhabi Urban Planning Council.

(Jan 2008 – Jan 2011)

Start-up situation - Local / Global - including
International Resourcing / Dept & Organisation Creation / ERP / HRIS / T&D / Career
Development / Manpower Planning / Strategic Project Management

Assignments:

Company Position

VERIFONE (EMEA incl CIS)

Interim HR Director *Nov 2006 – Aug 2007*

Mergers & Acquisitions (Europe, plus Russian Federation).

Country Operational HR and General Management

(PLEASE ADDITIONAL NOTE – page three)

Company Position

CONVERGYS (EMEA), Paris

Interim HR Director *May 2006 – Sept 2006*

Mergers & Acquisitions (Europe)

Country Operational HR and General Management

Strategy / Operations. International Resourcing & Recruitment.

April 2005 – March 2006
Confidential Projects

Company Position

GROUPE BULL (Paris)

Interim HR Business Auditor *November 2004 – March 2005*

Complete Audit of HR function and restructuring of activity.

Company Position Brief

GORES TECHNOLOGY GROUP (Paris)

Interim HR Director, Europe *July 2004 – November 2004*

Mergers, Acquisitions in Europe. IT and Telco industries. 500m\$++

Company Position Brief

THE EMIRATES CENTRE FOR SCIENTIFIC STUDIES AND RESEARCH (Abu Dhabi)

Interim HR Director *Feb 2003 – Dec 2003*

Creation of HR department (Global Resourcing, Training, Quality, Employee Relations) HRIS.

Company Position Brief

ADC France (Paris) – Major telecoms hardware and services supplier (fixed & mobile / GSM)

Interim HR Director *Sept 2002 – Jan 2003*

Downsize company by 50% (500 persons),reorganise structure throughout France without industrial action. 6M\$ restructuring. Identification and selection of new talent.

Company: Position: Brief:

VERIFONE SA (Paris) - Leading global provider of secure electronic payment solutions

Interim HR Manager / EMEA *June 2001 – March 2002*

Restructuring of organisation in France, Italy, Spain, Germany. Closure of direct business channels and substantial downsizing. Appointment of new management team 10M\$ exercise.

WILLIAM FAULKNER

1987 - 2001

PERMANENT CAREER

1999-2001

PRICEWATERHOUSECOOPERS (Paris) – Global Technology Solutions

Position:

Human Resources Director, EMEA *June 1999 – June 2001*

- Brief: Reprofile internal support activity to a commercially oriented operation. Manage and “clean away” the cultural conflicts between Anglo- Saxon majority of the organisation and the cultures in the regions. Partnership / matrix structure. 8M\$ global budget. Virtual organisation

1995-1999

NORMAN BROADBENT EUROPE

Position:

International Executive Search and Recruitment Consultant (Paris)

Role

Win and retain executive recruitment - base target Senior Mngt (min sal 150k€)

Achievements:

- Clients won: Unisource; Global One; Ingersoll Rand; 600 Group; Groupe Bull; Psion;
- Assignments inc. Business Development Director, Russian Federation; General Manager UK; Sales Mgrs, Spain, Italy; Country Managers: Croatia, Slovakia, Ukraine, Cyprus; GM France

1992 - 1995

BULL EUROPE

Position:

Manager, Human Resources Development, EMEA (Paris) 10k empl. 600k€ budget

Role

To implement cross border HR activities in visible support of the business incl HRIS

Achievements:

- Created, developed and implemented project based international assignments at all levels
- Implemented international psychometric assessment in support of High Talent development
- Reduced the central cost of HR by assigning activities to commercial goals
- Created a more open flow of information between a highly centralised Group and a highly independent and culturally different country management styles

1987 - 1992

HONEYWELL / HONEYWELL BULL / BULL

Manufacturer of Computer Products and services

Position:

Personnel Manager (London)

Role

General HR management; HR IT Systems

Achievements:

- Managed an HR function under extreme pressure during dramatic change in the IT Industry
- Introduced training and development support tools in support of an organisation moving from a manufacturing / high margin mentality towards a services culture
- Introduction / Project Manager of expert system based self input HR IT support tools

Previous employers include:

EMI; Visnews (Reuters/BBC); The Independent (UK Broadsheet)

ADDITIONAL NOTE

VERIFONE

November 2006 – August 2007

Following a period of rationalisation in 2001 / 2002 (see CV for this period). Verifone re-entered certain markets in 2006

Spain
Italy
Russia
France

Poland
Sweden
Finland
Ireland

This involved acquisition and merger activities in all these countries which included closure of some activities and creation of new companies, employee transfers, terminations and much labour law activity