



# Julien Milano

HR Manager

Paris, France

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## Links

[LinkedIn](#)

## Languages

English (Fluent)

French (Native)

## About

Highly Effective Human Resources Manager with over 10 years of experience specializing in establishing strong business relationships with employees and work councils.

Offering an array of skills in accurate employee job performance assessment, recommending and implementing action plan strategies to meet HR and companies' needs.

Interdepartmental coordination, strong consultative relationship building, coaching, training, communication and schedule planning.

Proven ability to successfully multi-task in a dynamic, fast-paced environment while meeting all deadlines.

### BRANDS WORKED WITH



## Experience



### ● HR Manager Beauty & Fashion

Nina Ricci | Apr 2023 - Now



### ● HR Administration Manager HRSS France & Monaco

Kering | Apr 2020 - Dec 2022

Manage and ensure compliance with internal procedures regarding Kering operational standards and systems services catalogue (Service lines, SLAs, WD, Admin, T&A)

Direct line management of 5 HR Officer

Working closely with all our clients based in France and Monaco ( 4500 employees)

Supporting HR Functions for all the brands regarding the HR tools already in place (Hire Process, Termination Process, Workday implementation).

Project Manager in charge of testing the new business process & procedures ( peopledoc, Workday implementation...)



### ● HRBP / Lawyer

Gucci | Apr 2020 - Jun 2021

Support the business in formulating HR strategies, policies and plans in all areas of HR.

Act as a single point of contact for employees and managers advising on Gucci policies and procedures.

Full oversight, whilst advising and supporting stores managers with employee relation issues.

Manage employee relation formalities ensuring processes are timely, fair and consistent.

Assist managers in identifying training needs and arrange in-house or external training as requested as per training and development procedures.

Build strong relationships with the trade unions as part of the mandatory monthly meetings.



- **HR consultant**

SCI | Jul 2019 - Apr 2020

Provide advice and recommendations to restaurants' Owners for resolution of daily issues.

Formulate strategic and practical plans to address human resource matters.

Assist in recruiting, training and management of personnel (disciplinary process)

Help establish control systems for compliance with business methods and HR practices

Review systems and processes and make modifications to address issues

Interact with owners on daily basis for employees issues

- **Chief Human Resources Officer**

Hôtel Costes | Oct 2018 - Jun 2019

Ensure that the company HR operational policies and processes are adhered to and continually improved.

Assist in all activities concerning the sourcing & recruitment of staff, performance management, staff discipline and HR administration.

Coordinate all matters of employee work permits and visas.

Coordinate or conduct departmental training and conduct new hire hotel orientation program.

Implement corporate policies and procedures on compensation, incentive, bonus and benefits.

Continually assesses employee morale by analyzing absenteeism and turnover records, lateness and resignations.

Coordinate and oversee all matters related to staff accommodation, facilities, and transport.

Coordinates, controls and inspects employees accommodation, staff canteen, rest rooms etc. ensuring it is of the highest possible standard of cleanliness and comfort.

- **Senior Human Resources Manager**

Family Service | Nov 2017 - Oct 2018

Set the service standard for the hiring process through training and ongoing management of staff.

Keep accurate and confidential records of all staff, such as hiring, orientation, training/mentoring, annual reviews and terminations.

Provide weekly and/or monthly schedules for staff including time off forms for vacations, holidays and sick time requests.

Weekly meetings with staff regarding task delegation, inspections of work.

Act as a point of contact and gatekeeper for principals on all human resource matters - providing updates on team work and status of any concerns related to employee engagement, household activity,



- **HRBP**

Cegid | Nov 2015 - Nov 2017

Single point of contact for all HR aspects for the employees and managers of 2BU + 3 subsidiaries

Supports HR Team on the delivery of HR processes and the implemen-

tation of HR programs (recruitment, learning & development activities,...) at the BU

Manages employee relations, employee's grievance and disciplines in basic to low-complex context.

Works closely with Managers of BU or CEO of subsidiaries to develop and implement solutions to improve work relationships, build morale, and increase productivity and retention.

Weekly reports to CEO or BU Director on assigned tasks and provides timely and periodic reports or statistics within the scope of work



## ● Associate Director Human Resources

Epson France | May 2009 - Sep 2015

Provide HR support service covering the end to end employee lifecycle.

Responsible of HR administration, policies, procedures and communication for the employee lifecycle, including accurate and timely maintenance of all HR Systems and records Support the Performance Management (PM) cycle

Support line managers to develop knowledge and good performance management practice and further embed the PM processes

Provide solutions for individual employee training needs Work with the EMEAR HR Team to ensure efficient training workshop scheduling and administration and supporting the delivery of learning initiatives to line managers and employees.

Prepare monthly and quarterly reporting including headcount / budget tracking, analysis and planning to ensure accurate and timely submissions

Support managers in recruitment

## Education & Training

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2007 - 2008 ● UCL

2008,

2004 - 2009 ● Paris School of Business

2009,