



Pierre Marie Gae-tan Sene

Resources Manager at Base Resources

Keur Massar, Senegal

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Languages

English

French

Mandarin

About

Dynamic Human Resources Professional, with expertise in advice and help on HR issues and needs. Effective communication and collaboration through excellent interpersonal skills Recognized for developing and implementing innovative policies and procedures that improve effectiveness and efficiency.

BRANDS WORKED WITH

- TWYFORD CERAMICS
- Dangote
- Canal+ SENEGAL
- MILKI FOODS
- SOTRAC,
- Intercontinental des Services (ICS)

Experience

HUMAN RESOURCES MANAGER

TWYFORD CERAMICS | Jan 2019 - Sep 2021

Implementation of the HR policy validated by the Headquarter and handbook, job descriptions, annual performance guidelines, provisional Salary Grid for Administrative staff.



MANAGER

Dangote | Jan 2012 - Jan 2019

Implementation and Update of the HR policy validated by the Headquarter regarding Senegalese regulation. Draft of local Salary Grid and Improvement of Performance Management by 23 %

HUMAN

Canal+ SENEGAL | Jan 2004 - Jan 2012

Implementation, application, and updating, and the HR policy validated by the headquarters. Reducing people's grievances by 18 % through collective bargaining approach.

MANAGER

MILKI FOODS | Jan 2001 - Jan 2003

Design and implementation of the Job and Salary classification Grid. Completion of formalities for the registration of the company to the mandatory social institutions (IPRES- CSS). Design of a Procedure manual for the HR function with a Salary Grid applicable to the company.

HR Responsible

ONAS | May 1999 - Mar 2001

Implementation of Collective Agreement of Office National of Sanitation of Senegal by improving by 20% the performance management and the reward of employees who have reached or exceeded their professional objectives set in their KPI's. In charge of all HR policies and issues

MANAGER

SOTRAC | Jan 1991 - Jan 1998

Manager of a workforce of 2500 employees. Implementation of performance management with a rate of improvement of 25% and fair rewarding of employees who have reached or exceeded their objectives. Implementation of HR Policy with Hierarchical responsibility for human capital, legal, social, security, payroll, and training functions

LEGAL RESPONSIBLE

SOTRAC, | Jan 1984 - Jan 1990

Head of Litigation. In charge of Insurance Portfolio (Civil Liability- Fire-Machine breakdown- All IT risk) Editor and manager of all contracts binding the company with 10% cost reduction per year while maintaining service quality

- **LEGAL & HR ADVISOR**

Intercontinental des Services (ICS) | Sep 2020 - Now

Advise on all areas related to Legal & HR aspects and implementation of HR policy, Handbook, Job description. Be part of social negotiation with trade unions and workers.

Education & Training

1979 - 1983

- **université cheikh Anta Diop**

Master of Business Law,