

Profile

Independent executive search consultant for 12 years, specialized in executive and high-stakes positions, after 15 years in international corporates in HR function.

Specificity

I personally manage each assignment from start to finish: from the first client contact and profile definition, through sourcing and selection, to closing.

As the sole point of contact, I am fully accountable for the success of the assignment and directly responsible for both **client and candidate experience**.

Motto

Building the relationship, commit myself and deliver!

Bruno Salvaudon

+33 6 45 67 51 37

bruno@actorconseil.com

Paris



Examples of recent missions, among 100+ recruitments completed

Several **Senior Sales** for SaaS companies.

Chief of Digital Transformation in logistic sector.

Head of IT studies in pharmaceutical sector.

Several **CHRO** in French Tech companies.

Marketing Director in Digital Hardware.

Head of Finance and **CTO** in video game industry.

General Manager for a mid-cap aerospace manufacturer.

Head of Sales for industrial tools.

Several **Senior Consultants** in strategy consulting.

Talent Management Expert

Entrepreneur for 12 years, I am an **independant Executive Search Consultant** specialized in executive and high stakes positions (100+ successful placements).

Certified coach, I support managers and executives in resolving professional challenges.

Certified in MBTI, HOGAN and Pearson Talent View 360°, I conduct **assessments**.

Former HR Director, with 15 years of experience in international technology companies, focusing on **talent development**: recruitment, retention, people reviews, succession planning, etc.

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My support for investment funds

I conduct HR and management audits for **investment funds** as part of **due diligence** processes during acquisitions and investments.

I provide an external perspective on **company leaders and key people** to support decision making and reduce blind spots.

At Capgemini Engineering (formerly Altran), I completed more than **100 HR and Management due diligences** for consulting and engineering firms across 15 countries.

Depending on the situation, I carry out **rapid management audits** or implement individual or team **personality assessments**.

Profile

Before founding actor RH 12 years ago, I spent 15 years in HR roles within international groups, **supporting numerous managers throughout their career development.**

Coaching

Holder of the Executive Coaching Diploma from the University of Cergy-Paris (RNCP level 7), my approach is based on **cognitive-behavioral techniques** (we act according to how we perceive a situation) and **systems thinking** (analysis of relational interactions within a system).

Certifications

Certified in MBTI, HOGAN and Pearson TalentView 360° Feedback. Feedback.

Assignments completed

Individual Coachings for more than 30 managers on recurring or one-off professional challenges.

Design and delivery of an **assessment center** for 30 high potential managers through business games, simulations, debriefings and individual action plans.

End-to-end implementation of a **360° Feedback** for a team of Senior Sales Managers.

Co-design and deployment of **management training programs** for hundreds of frontline managers.

Outplacement assignments: tailored support for managers in career transition.

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Profile

Graduated in **Human Resources**, I spent 15 years in HR functions within **international technology companies** as an **HR generalist** with a strong focus on **talent development**.

Interventions

As interim **Head of Talent / Recruitment Process Outsourcing**, I manage critical recruitment projects and structure the **Talent Acquisition function** in close collaboration with **managers**.

As a fractional HR Director, I secure legal HR matters throughout the employee lifecycle and **support executive management** on key HR topics: skills mapping, attraction, retention, compensation & benefits, incentive policies, learning & development, career paths and succession planning.

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Examples of assignments completed

Devialet | Scale-up | High end speakers | 300 employees
Interim Head of Talent & HR advisor.

Praxedo | Scale-up | SaaS | 150 employees
Interim Head of Talent & HR advisor.

InterCloud | Start-up | Cloud | 50 employees
Interim Head of Talent / Recruitment Process Outsourcing.

Wari | Start-up | Payment | 10 employees
Interim Head of Talent / Recruitment Process Outsourcing.

Worldline/Ingenico | Listed group | Payment solutions |
BU of 50 employees worldwide
Interim Head of Talent / Recruitment Process Outsourcing.