

**Florence FULLER**

Chicago, Illinois

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## **HUMAN RESOURCES MANAGER**

Strategic and people-oriented HR professional with over seven years of experience managing human resources functions, employee relations, recruitment, and compliance in a dynamic multi-location environment. Proven ability to develop HR strategies aligned with business goals, support leadership teams, and enhance workplace culture.

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## **PROFESSIONAL EXPERIENCE**

### **Nouvelle-Aquitaine Development and Innovation Agency | Bordeaux, France**

#### **HR Officer (2016 - 2019), then HR Manager (2020 - 2024)**

- Led human resources operations for 80 employees across six locations, ensuring compliance with labor laws and organizational policies.
- **Member of the Executive Committee:** Contributed to strategic decision-making and long-term goal setting. Collaborated with the leadership team to develop and implement HR strategies aligned with company objectives.
- Provided legal guidance on employment law, labor relations, and HR policies to ensure regulatory compliance and mitigate legal risks.
- Designed and implemented a comprehensive training program for new managers, equipping them with essential skills in legal compliance, conflict management, and interpersonal communication.
- Advised and coached managers on employee relations, performance management, and workforce planning.
- Managed full-cycle recruitment, from job postings to onboarding, ensuring best-fit hires.
- Led complex employee relations cases, including contract negotiations and termination procedures.
- Organized and managed employee representative elections and labor relations meetings.

#### **Legal Officer (2014 – 2016)**

- Managed procurement contracts and legal compliance.
- Provided legal counsel on employment law and business operations.

### **MEDEF – National Employers' Federation | Paris, France**

#### **Legal Affairs Intern (April – June 2010)**

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## SKILLS & COMPETENCIES

Category	Skills
Human Resources & Leadership	HR Strategy, Talent Acquisition, Employee Relations, Conflict Resolution, Organizational Development
Legal & Compliance	Employment Law Advisory, Labor Law Compliance, Workplace policies, Collective Bargaining
Soft Skills & Management	Effective Communication, Emotional Intelligence, Proactive Mindset, Team Leadership

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## EDUCATION & CERTIFICATIONS

**Master's Degree in Human Resources Management** | IAE Bordeaux, France (2018) **Valedictorian**

**Master's Degree in European Policy & Law** | Université Bordeaux IV, France (2010)

**Master's Degree in European Community Law** | Université Bordeaux IV, France (2009)

**Certificate in U.S. Legal System** | Northern Illinois University, USA

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## ADDITIONAL INFORMATION

- **Languages:** French (Native), English (Fluent).
- **Interests:** traveling, cinema, cooking, and currently training for the Chicago Half Marathon.