



Hélène CRINQUANT

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54 years old, married, 3 children

PERSONAL INFORMATION

32 YEARS' EXPERIENCE IN THE BANKING SECTOR

- 10 years in **Front Office Corporate**
- 9 years in **Human Resources**
- 13 years in various support roles and specially in **Compliance, Risk, Corporate Secretary and Governance, Operations, Marketing** .
- Others competencies : **transformation , change management , project management , management, coaching and communication**

PROFESSIONAL EXPERIENCE

1998 TO PRESENT: SOCIETE GENERALE GROUP

Mid 2016 to present:

SG Luxembourg

Deputy CEO

Corporate Secretary of SG Luxembourg

Authorized Manager validated by the ECB and the CSSF

In addition with the general matters shared with the CEO and the COO of SG Luxembourg , direct supervision of the following areas :

- Risks :
 - Operational risk management
 - Credit validation
 - Presidence of the Credit Risks committees of the different business lines
 - Presidence of the new product committees
 - Oversight of the Risk and Control Self-Assessment Exercise (RCSA)
- Corporate Governance :
- Legal
- Tax
- Level 2 Finance, Risks and Compliance Controls
- Compliance :
 - Oversight of Compliance transformation roadmap
 - Supervision of major compliance projects
 - Supervision of main compliance areas : various regulation GDPR, QI, FATCA, CRS, MIFID, EMIR
- Head of Culture and Conduct program for Luxembourg :
 - Structuring of governance and workshops enabling the implementation of Culture and the Code of Conduct, in the day-to-day operations of each employee
- Structuring of an internal coaching approach to accompany managers and employees
- Oversight of main regulatory projects

2013 to 06/2016:

Groupe SG

Global Head of Leadership and Talent Management

- Group Programme Culture and Code of Conduct: structuring of governance and various workshops enabling the implementation of Culture and the Code of Conduct, in the day-to-day operations of each employee of the Group. Adjustment of HR levers and establishment of performance measurement components
- Management of the development and deployment of the Group's Culture and Leadership Model

- Management of the Talents initiative on behalf of the Group: HR policy, deployment of the initiative, communications, setting up of evaluation process
- Management of the SG Corporate University and Group Corporate Training (banking fundamentals, risk conduct and management)
- Management of succession planning
- Study of employee commitment and remodelling of Employer Barometer
- Study of performance management and of its progress
- Coaching , co –development and other forms of support

04/2010 to 12/2012:

SGBT Luxembourg

Deputy Head – Member of the Executive Committee

Direct supervision of the following areas:

- Operations:
 - Securitisation of the production platform,
 - Streamlining and industrialisation of processes (Six Sigma and Lean methodologies)
 - Permanent supervision review
- Real Estate and Logistics:
 - Research on the Group’s expansion strategy in Luxembourg and its implementation (SGSS site location)
 - Optimisation of archiving processes
- Sourcing: optimisation and securitisation of sourcing process
- Social Responsibility
- Communications
 - Responsible for the management and coordination of Corporate Governance
 - In charge of the strategic transformation programme Operational Excellence
 - In charge of FATCA project

01/2006 to 04/2010:

SGBT Luxembourg

Member of the Executive Committee

HR

- Head of Human Resources, SGBT and SGSS Luxembourg:
 - Defining the processes and tools to enable a mass recruitment of employees over 3 years
 - Support and development of employees and professionalisation of HR
- Supervision of Logistics and Real Estate Team, SGBT and SGSS Luxembourg:
 - Support in the areas of Real Estate and Logistics, developing a strong team in accordance with local constraints

08/2003 to 12/2005

SGBT Luxembourg Private Banking

Head of Marketing and Sale:

- Establishing the bases of client segmentation and overall client strategy
- In charge of DEFE project: setting up of the Directive on taxation of savings income for the private banking in Luxembourg
- Head of Quality and Innovation

03/1998 to 07/2003:

SGBT Luxembourg Corporate Coverage

- Head of Cash Management business line: establishment of conditions for development of cash management activities :
 - Negotiation of entry into the country’s Economic Interest Grouping
 - Establishment of financial conditions,
 - Implementation of IT systems...
- Management of Euro and Year 2000 projects on behalf of Corporate Department
- Deputy Head of Division, in charge of a portfolio of Core Corporates
- Head of Correspondent Banking: renegotiation of all banking conditions following the adoption of the Euro

1988 TO 1998: BANQUES POPULAIRES GROUP IN FRANCE

1994 to 1998:

Corporate Head of Large Business Management – Regional manager, Meurthe-et-Moselle and Moselle Nord

1988 to 1994:

RISK Head and Head of Regional Support Team:

OTHER EXPERIENCES

2019 to present:	Independent Director , KPMG Luxembourg Foundation
2016-2019 :	” Maitre de Conférences” ESCP Paris
2016-2017 :	Board Member Splistka Banka , SPLIT , Croatia

EDUCATIONS & TRAININGS

Class of 1988 Vice President of class, Nancy Faculty	Master’s in Economics: Money and Finance Option – With Honours
Class of 1991 Paris	Institut Technique de Banque
Class of 2005-2006 IFCC Luxembourg	Human Resource Management – High Honours
Class of 2006-2007 Institut Commercial de Nancy (ICN) and IFBL	Professional Skills Management - Highly Commended
Class of 2011 and 2012 Institut Mozaik Paris	Coaching : Basis and collective coaching
Certified, 2014 Ecole Centrale Paris	Mooc Coursera - Leadership and Philosophy
Certified, 2014	Mooc Coursera - Leadership and Emotional Intelligence
Certified, 2016	Mooc SG - Risks and Compliance-
Certified, 2018 ESSEC Paris	Mooc Coursera - Dealing with Complexity

LANGUAGES

French:	Mother tongue
English:	Fluent
Croatian, Serbian:	Fluent

OTHER INTERESTS

Running, Travelling, Reading