



Annick de Vanssay

Group Chief Human Resources Officer

Annick de Vanssay is Group Chief Human Resources Officer and a member of the Group Leadership Team since 2022.

She began her career in 1991 as a project manager at Dassault Electronics, before embarking on a 12 year journey with France Telecom-Orange. Between 1992 and 2002, Annick developed from auditor and project management roles, which gave her international experience, to HR unit manager and then Chief HR Officer at France Telecom Terminaux, the purchasing and group global supply chain division. During this period, her HR experience broadened to include legal, CSR and security, in a fast-upscaling organization from 10 to 4,000 employees in four years.

In 2003, Annick was appointed Senior Vice President Group HR Strategy and at the same time Group HR Director global function at Groupe Orange achieving significant successes, which supported the growth of the business. For example, she aligned the worldwide HR organization for support functions, covering 45,000 employees across 30 countries; and conducted the first worldwide restructuring program, which saw her successfully negotiate a trade union agreement covering 48 subsidiaries.

In 2011, Annick established an executive advisory practice, when she joined Ylios, dedicated to supporting Comex members across a range of industries with large-scale change programs, strategic planning and driving value through the performance of employees.

Annick has a wealth of HR experience and expertise honed during her career, which has seen her take on HR leadership positions for a number of well-known brands, as well as being a senior advisor to C-suite executives for many companies listed in the CAC40 and SBF120.

She is a champion for effective change management, inclusive leadership and diversity and inclusion. Since 2010, she has also been the chairwoman of JUMP in France, a European NGO dedicated to promoting and empowering women; and in 2017, she founded BeeLab, a research group focused on future leadership competencies.

Annick holds an MBA in International Management from INSEEC School of Business & Economics, a certificate from INSEAD Advanced Management Program and in Strategic Foresight from Houston University.

Annick is a French citizen. She speaks French and English.