Jérôme BOURON

Executive management · Development · Major projects · Human capital · Inclusion
Employment & training public policies · CSR & sustainability · Data and AI

INNOVATING FOR A HAPI FRANCE: HABITABLE, LEARNING, PROSPEROUS AND INCLUSIVE

— IN A FEW WORDS —

Jérôme BOURON, executive and expert in human capital, inclusion, and Data/AI, combines a results culture with a sense of the public interest. He currently serves, as **Deputy CEO of Afdas**, the sectors, the executive boards, the employees and their representatives, and the territories; for the economic success of companies, the development of skills and professional transitions, the preservation and quality of jobs in France, the inclusion of singularities and support for people in vulnerable situations, and the cohesive impact of public policies.

Committed with every team to high-impact projects, Jérôme BOURON has a diversified career. In previous roles, he contributed, within the **Groupe Caisse des Dépôts**, to the success of two projects of national interest: **Mon Compte** Formation **(and MonPasseportCompétences) and** Mon Parcours Handicap**. He led** Groupe Alpha **(consulting and** expertise), notably its **SEMAPHORES** branch; as a ComEx member and Group HR Director, he took part in the exponential growth of **GROUPE SOS** (leader in social entrepreneurship); he created and structured an entity of the **Orange** galaxy; from Brussels, he turned around and rebuilt the **Éditions P.I.E. - Peter Lang** group; he co-founded **Éditions Sillage** in Paris; ...

Winner of a dozen awards (Digital HR, Game Changer, HR Entrepreneur, ...), trained at **Sciences Po Paris**, **Centrale** Paris**,** INSEAD Singapore **and** École Polytechnique **Executive Education, Jérôme BOURON is wholeheartedly** committed to a HAPI France (and world): Habitable, Learning, Prosperous and Inclusive. Building on systemic economic and social analysis, he combines foresight, innovation, leadership and management rigour, knowledge sharing, and advocacy for sustainable performance and a positive societal role for organisations and their leaders.

>>> BUILD
· Create and structure
· Define strategy and guide
· Recruit and steer projects
· Coordinate global actions
· and territorial ones
· Anticipate and monitor
· Manage efficiently and evaluate
· Act with integrity and loyalty

>>> DEVELOP
· Manage: mobilise (results,
· & shared and individual vision)
· Model (operations, IS)
· Industrialise processes
· Transform and support
· Organise and plan
· Manage innovation, incl. Data and AI
· Optimise resources

>>> BE
· Analyse + synthesise
· Negotiate, convince
· Express myself with ease
· Multicultural environment
· Dialogue: FR, EN, DE
· Interpersonal skills
· Be autonomous, take initiative

— OTHER SKILLS AND ACHIEVEMENTS —

French, English, German | PSC 1 and SST workplace first aid | PC, Mac, Android | Office 365, Google | **Business** Intelligence **(Cognos, Crystal, Power BI)**

Data (Access, MySQL, governance) | DTP (InDesign) | Ticketing tools (Jira; Mantis; GLPI) | Creating and administering websites: **www.jeromebouron.eu**

HR Entrepreneur Trophy (June 2018, Groupe RH&M) · **Digital HR Team Trophy** (June 2018, Groupe RH&M)

ANDRH 2017 Digital HR Award · **Comp & Ben Trophy** « Convergence et Équité » 2015

« Mieux Vivre en Entreprise » Trophy « Social innovation and sustainable performance » 2014 · **Human Capital Leaders'** Victories **(QWL) 2016**

Top Ten Diversity Recruiters Trophy 2016

POSITIVE IMPACT **CONSISTENCY & COHESION** **BOLDNESS & RIGOUR**

— OTHER COMMITMENTS —

Solidarity and community commitments (Food banks, M.E.M.E.) and environmental ones (Entreprendre Vert, ...)
Exploring natural and cultural wonders | Guitarist | Jazz | Reading, theatre
Martial arts: judo (1st dan), viet-vo-dao | Da-Cau: 11th at the 2007 world championship | Oxfam Trailwalker and hiking

— CAREER AND PROFESSIONAL EXPERIENCE —

2023 – now — **AFDAS (Paris, 24 locations)**
Economic change | Employment | Training | Ecological and digital transitions
ComEx member | Deputy CEO: Finance, IS, Data-AI, Operations, Public procurement, Methods and internal control — Skills Operator for the culture, creative industries, media, communication, telecommunications, sport, tourism, leisure and entertainment sectors. Joint governance: by and for the sectors.
2024 results: **€919m of commitments** | **125,202 companies** | **1,081,738 eligible persons** | **54,092** apprentices **|** 95% satisfaction

2020 – 2022 — **GROUPE ALPHA (Paris, 13 metropolitan areas, and international)**
Consulting and audit
Group ComEx member | Partner | Deputy CEO especially SEMAPHORES, SEMAPHORES EXPERTISE, GVA, TH CONSEIL — **Founding president of ALLIANCE COMPÉTENCES**

2018 – 2020 — **GROUPE CAISSE DES DÉPÔTS (Paris, and France)**
Digital service projects of national interest
Director of the Disability programme (2019-2020): Mon Parcours Handicap — 12 million users | 100% accessible to all disabilities
Director of the Skills & Career Paths mission (2018-20) (37m users): **Mon Compte Formation** (2019) / **MonPasseportCompétences** (2020)

2013 – 2018 — **GROUPE SOS (Paris, France and 54 countries)**
Health, Solidarity, Youth, Seniors...
ComEx member: Beneficiaries: 1m -> 1.7m | Turnover: €560m -> €910m
Group HR Director: Human resources | Employees: 10,000 -> 17,000 | Facilities: 300 -> 495 | 30 collective agreements

2007 – 2013 — **CCUES OF FT-ORANGE (Paris and France)**
Services
Chief Executive Officer: Economic and professional activities; social and cultural activities (400k beneficiaries)

2004 – 2007 — **ÉDITIONS P.I.E. – PETER LANG (Brussels and 9 countries)**
Publishing
Chief Executive Officer: Books in humanities and social sciences

2001 – 2004 — **ÉDITIONS SILLAGE / PARIS 3 – SORBONNE NOUVELLE**
Co-founder, publisher and administrative and financial manager of Éditions Sillage (Paris): Publishing
Researcher at Paris 3 – Sorbonne Nouvelle (Paris, Göttingen, London)

— INITIAL AND CONTINUING EDUCATION —

2026 [Level. 7] — **École Polytechnique — Executive Education**
Executive Certificate « Leading with Data and Artificial Intelligence »

2020 / 2014 — **Scrum / Simplon.co (online)**
Scrum: Business Owner / Product Manager (agility, product, web)
Simplon.co: languages, object-oriented programming, frameworks

2013 [Level. 7] — **École Centrale Paris**
Executive Certificate: Sustainable and Responsible Company — CSR

2012 — **INSEAD (Singapore) / CHEE&DD**
Member of **ISEP SG 2012**: INSEAD Social Entrepreneurship Programme
Auditor of the 1st session of the **Collège des Hautes Études de l'Environnement et du** Développement Durable**: École Centrale Paris; ESCP Europe; AgroParisTech**

2011 [Level. 7] — **École Centrale Paris**
Executive Certificate in Enterprise Architecture — Engineer, expert in industrial engineering (Products and Services)

1998 – 2006 [Level. 8] — **Paris 3 – Sorbonne Nouvelle**
BA -> **Doctoral thesis in General and Comparative Literature** — 2 published books, many conferences, several articles. *The economy of periodicals in Europe 1710-1740.*

2001 – 2003 [Level. 5] — **Sciences Po Paris**
Sciences Po Paris degree: Development economics major

1998 – 2001 [Level. 8] — **Paris 1 – Panthéon Sorbonne**
Bachelor's degree in Economics (Economic Analysis and Policy)

1996 – 1998 [Level. 5] — **Lycée Lakanal**
Hypokhâgne and khâgne (multidisciplinary literary preparatory classes)