

SERGEY POLYANSKIY

**6, Chemin des Griottes, 1295,
Tannay, Switzerland**

+41 787 505 606 (mobile)

Sergei.Polianski@mail.ru

**KEY SKILLS**

'HR Leader with Digital Mindset': driving HR agility, capability building, change management, HR digital, talent management, talent attraction and employer brand

CAREER

**Aug 1998
to Present**

JT-International (JTI)

Leading international tobacco manufacturer (Camel, Winston, B&H, Mevius and other brands), \$10'490 million revenue, 400 offices, 50'000 employees

Nov 2019 to
Present

**GLOBAL AGILE OPERATIONS LEAD
People & Culture**

Geneva Global
Headquarters

- Reports to global CHRO and a member of HR Leadership Team
- Responsible for setting up agile capabilities in HR and establishing a global HR Agile Pool / team as enabler of JTI HR transformation
- Leading HR Agile team of 30 people, who are responsible for strategic HR projects and business partnering activities for JTI global HQ and corporate functions
- Setting up agile capabilities as part of business transformation: organization, people, methods, agile culture etc.
- Management of strategic HR portfolio and facilitating strategic prioritization discussions as part of Single Development Agenda in line with business strategy.

Sep 2016 to
Feb 2019

**GLOBAL TALENT MANAGEMENT DIRECTOR
Corporate HR**

Geneva Global
Headquarters

- Secured global talent strategy and ensured talent pipeline in line with business strategy
- Lead talent agenda and established global standards: Talent Identification, Talent Reviews, Employee Development, Career Progression, Succession Planning, Placement
- Leadership development: competency model, executive education, customized leadership programs, global mentoring and coaching frameworks
- Owned global Learning & Development portfolio
- Owned employee global assessment portfolio and enrollment process
- Managed HR Academy as a vehicle of global HR Capability building
- Secured organizational deployment and change management for Talent Management across the globe
- Business Owner of global Talent platform based on Success Factors

Oct 2014 to
Sep 2016

**HR DATA & INFORMATION SERVICES DIRECTOR
Corporate HR**

Geneva Global
Headquarters

- Owned several areas within Corporate HR:
- JTI Employer Brand: introduced global Employer Brand strategy and Employer Value proposition, developed communication concept to position JTI as a Top Employer. Secured global external certifications and social media presence
- Talent Attraction: introduced global framework for Talent Attraction and optimized talent acquisition model leveraging various channels: social media, centralized search, video-interviewing
- HRIS: business owner of global HR technologies (SAP, e-Recruitment) and HR toolbox
- Introduced HR Analytics concept, secured global HR data quality
- Led HR change Management and communications initiatives

Oct 2010 to
Oct 2014

**HR BENEFITS REALIZATION PROGRAM DIRECTOR
Corporate HR**

Geneva Global
Headquarters

- Led a global HR transformation program: SAP HR Functionality roll-out, Global e-Recruitment, Change Management, HR Process Alignment, Communication
- Introduced integrated Talent Management suite (processes and supporting functionalities for Performance management, Skills, Learning, Succession Management etc.)

Oct 2008 to
Oct 2010

**CENTER OF EXCELLENCE BUSINESS LEAD (HR and CORPORATE FUNCTIONS)
IT function**

Geneva Global
Headquarters

- Designed and build 'Center of Excellence' organisation for HR and corporate support functions that governs business processes on IT side
- Governed SAP HR implementation: extension of functionality and global system roll-out - \$40 million investment
- Initiated and led audit of JTI HR processes and systems and introduced extensive

improvement plan resulting into 3 year Benefit Realization program

Jan 2007 to Oct 2008	GLOBAL IT SHARED-SERVICES DIRECTOR IT Function Head of global service organisation operating as internal business unit and responsible for customer, SAP, Siebel and IT support to JTI employees worldwide – 120 FTE Ultimately responsible for strategy, service operations, HR, finance and service delivery of the Global Service Desk: <ul style="list-style-type: none"> ○ call-center (support in 17 languages), 2nd level consultancy for SAP and Siebel/CRM, Service request management 3 centers reporting: St.Petersburg, Montreal, Kuala-Lumpur
Oct 2002 to Jan 2007	REGIONAL DIRECTOR, GLOBAL SERVICE DESK, EUROPE/CIS/ME/AFRICA REGION IT Function Head of St.Petersburg center <ul style="list-style-type: none"> • Rolled-out Global Service Desk concept worldwide • Built St.Petersburg support hub from scratch (operations, HR, processes, infrastructure)
Feb 2001 to Oct 2002	SYSTEMS INTEGRATION MANAGER, RUSSIA AND BELARUS IT Function
Moscow	
Aug 1998 to Feb 2001	IT CUSTOMER SUPPORT SUPERVISOR IT Function
St. Petersburg	
Oct 1997 to Aug 1998	"Russian Connection" Executive Search St.Petersburg RECRUITER <ul style="list-style-type: none"> • IT Specialist Recruitment • Administration of the local network and HR database
St.Petersburg	

QUALIFICATIONS

2007-2019	<u>IMD, INSEAD , ASHRIDGE– VARIOUS LEADERSHIP PROGRAMS</u>
2007	<u>MASTER OF BUSINESS ADMINISTRATION</u> Warwick Business School, University of Warwick, UK Distinction
1998	<u>MASTER IN INFORMATION MANAGEMENT</u> St.Petersburg University of Electrical Engineering (LETI) Distinction

ADDITIONAL INFORMATION

Languages:	<ul style="list-style-type: none"> • English – Advanced (CAE) • French – Advanced (C1) • German – Fair • Russian - Native
Citizenship:	<ul style="list-style-type: none"> • Russia citizenship • "C" permit in Switzerland, in the process of naturalization
Personal Data:	<ul style="list-style-type: none"> • Born on June 28, 1975 • 3 Kids • Hobbies: Piano, Sports, Hiking, Art Nouveau Architecture
References:	<ul style="list-style-type: none"> • Available upon request