



Founded 1997

Executive Resources Group

Summary of Executives' Experiences



Jacques SCIAMMAS, President & CEO

Contact: jacques.sciammas@ergeurope.com

Key competencies

- o Business and operational improvements; General Management
- o Margin management, internal/external benchmarking
- o Company Balanced Scorecard; internal/external benchmarking
- o Workshops to B2B sales teams on 'Selling to Executives ... Taught by an Executive'

Languages: Bilingual English and French

Key industries: Financial services, business services, transportation, telecommunication



Jean-Marie HURTIGER

Contact: jm.hurtiger@ergeurope.com

Key competencies

- o Multicultural management in Asia, negotiations, leadership, integration of processes and organizations
- o Large Project management, product definition and product/process engineering, supply chain management, industrial and commercial launches
- o Strategic development and business planning

Languages: Bilingual English, Spanish and German

Key industries: Automotive and parts suppliers, engineering



Jean-Christophe FRITSCH

Contact: jc.fritsch@ergeurope.com

Key competencies

- o Business development and multi-cultural change management (strategy, processes, people)
- o Results optimization : margin & profit, investments (large budgets) and business repositioning
- o Turnaround: results improvements (P&L responsibility Plants, Operations & Purchasing, HR)
- o Hand-on leader, with clients and results focus, entrepreneurial spirit

Languages: Bilingual English and French, good level in German

Key industries: Automotive and equipment goods sectors



Phillipe LACARRIERE

Contact: p.lacARRIERE@ergeurope.com

Key competencies

- o Business repositioning and margins optimization
- o Reorganization according to strategic and operational objectives
- o Hands-on leadership in value improvement programs
- o Operational growth in multicultural environment (human resources and procedures)

Languages: Bilingual English and French, fluent in Spanish

Key industries: Automotive, industrial products



Catherine LEDUCQ

Contact: catherine.leducq@ergeurope.com

Key Competencies

- o Full scope CFO : Corp. Governance, Finance, HR, IS, of which international Asia (China, Japan,...)
- o Leadership, Management, Control, strategic projects management
- o Restructuring and change management (developpement periods , and/or in crisis situations)
- o Experienced with Mid Size companies (Family businesses, Listed) and Corporate Groups

Languages: Bilingual English, French native

Key Industries: Automotive , Luxury and Retail with strong Brands, Media (Press and Digital)



Marc TOILLIER

Contact: marc.toillier@ergeurope.com

Key competencies

- o Audit performance in operations, sales and services
- o Cost reductions schemes and targets management
- o Organizational changes implementation, including team building and quality management
- o Strategic development and business planning

Languages: Bilingual English and French, good level in German

Key industries: Metallurgy, security and automation as well as related services



Vincent SAVARINO

Contact: vincent.savarino@ergeurope.com

Key competencies

- o Driving and Implementation of action plans, in crisis & creation / development periods in international environments
- o Funding of the full cycle and Equity - ERPs - Dashboards
- o Social plans - Labor disputes - Forecast management of jobs and skills - Negotiating agreements
- o Administration & support services Management: Accounting - IS - HR - Facility Mgt - Legal

Languages: Trilingual French / English /Italian

Key industries: Food, Building/Public Works, Industry sectors



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