


## VIVIANE VERNON

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## PROFILE

- Dynamic and results-oriented HSEQ Manager and Organizational Change Consultant and Trainer with over 15 years of experience in quality, health, safety, and environmental systems, project management, and organizational transformation.
- Recognized for delivering strategic and operational solutions, driving team engagement, and achieving measurable improvements.
- Certified professional coach enthusiastic about human-centric approaches, process innovation and optimization.



## WORK EXPERIENCE

### QHSE Consultant & Trainer

*Independent Consultant and Trainer, Grenoble, France*

*April 2024 – Present*

- Designed organizational strategies, from policy creation to operational deployment.
- Conducted diagnostics and implemented change initiatives.
- Delivered training programs and coaching sessions, including acculturation on HSE policies.

#### Key Results:

In 2024, trained and coached about 100 people on health and safety culture, management and leadership, problem solving process, posture, public speaking.

### Head of QHSE

*INOCEL, Saint-Egrève, France*

*July 2023 – April 2024*

- Negotiated and deployed the company's safety policy, delivering workshops and training for all employees.
- Implemented safety and quality frameworks to enhance project management compliance and efficiency.
- Led a 2,4 M€ test laboratory project, from feasibility to pre-study phase.

#### Key Results:

- Successfully implemented safety and project management processes
- Achieved 90% workshop participation.

### QSE & PMO Manager

*TOLV, Fontaine, France*

*May 2021 – April 2023*

- Member of the executive committee: Defined and deployed quality, safety, and environmental policies across the company (ISO 9001:2015).
- Established process-based management with KPI tracking and performance optimization.
- Led operational management of vehicle development programs across Marketing, Promotion, Sales, Design, Homologation, Industrialization, Production, and After-Sales.
- Developed a standard process for program management.

#### Key Results:

- Achieved QSE compliance with UTAC quality standards.
- homologated the first retrofitted vehicle within budget and schedule.

### QSE Manager

*Onet Sécurité Télém, Gières, France*

*June 2020 – February 2021*

- Maintained ISO 9001 and APSAD management systems.
- Redefined the governance of the company's HSEQ policies.
- Deployed tools to assess organizational maturity.

#### Key Results:

- Secured successful recertifications for APSAD and ISO 9001
- streamlined evaluation processes.

### Business Manager

*Andritz, Fontaine, France*

*January 2017 – May 2020*

- Developed and marketed hydroelectric solutions <50 kW per unit generating 600 k€ annually.
- Defined marketing and commercial strategies, including market analysis and customer acquisition.
- Implement new business models from marketing strategies to customer delivery.

#### Key Results:

- Achieved 24% gross margins.
- Implementation of a pilot line including supply chain and manufacturing

## **QSE Continuous Improvement Manager**

*Andritz, Fontaine, France*

*January 2013 – May 2020*

- Member of the executive committee: Defined and monitored QSE strategies.
- Managed and integrated Quality, Safety, and Environmental systems (ISO 9001, ISO 14001, OHSAS 18001) across two sites in Toul (54) and Fontaine (38), including training, internal audits, document management, and regulatory compliance.
- Directed continuous improvement projects (8D, 5S, PDCA).
- Promoted a process-oriented company culture to enhance performance.
- Led as Project Manager the deployment of the Project Management Plan to enable multicultural teams (Colombia, Canada, Turkey, India) to collaborate effectively at a distance.

### **Key Results:**

- Secured successful recertifications for ISO 9001, ISO 14001, OHSAS 18001
- Integrated certified management system across two sites.
- Reduced delivery time by 20%

## **PMO Risk Manager**

*Rio Tinto Alcan, Voreppe, France*

*October 2011 – January 2013*

- Introduced PMBOK and Lean Six Sigma methodologies.
- Integrated health and safety risk management into high-complexity projects.

### **Key Results:**

- Trained more than 100 team leaders.

## **HSEQ Engineer**

*Rio Tinto Alcan, Gardanne & Saint-Jean-de-Maurienne, France*

*September 2008 – October 2011*

- Ensured regulatory compliance with SEVESO-classified facilities.
- Implemented an industrial hygiene program, including chemical risk assessment and mitigation (e.g., masks, enhanced medical monitoring, workspace adjustments).
- Developed and facilitated safety onboarding

### **Key Results:**

- Achieved 90% regulatory and internal standards compliance



## **EDUCATION**

- **Master's in Business Administration (MAE)**, IAE Grenoble, France (2023)
- **Master's in QHSE Risk Management**, University of Nantes, France (2008)
- **Bachelor's in Chemical Sciences**, University of Nantes, France (2007)
- **DUT in Process Engineering**, Saint-Nazaire, France (2003)



## **CERTIFICATIONS**

- **Professional Certified Coach**, RNCP Level 7 (2015)
- **Lean Six Sigma Green Belt** (2012)



## **SKILLS**

**Soft Skills:** Leadership, Adaptability, Strong interpersonal and collaborative skills, Pedagogical aptitude, Analytical mindset

**Technical Skills:** Microsoft Office, ERP Systems (Sage X3), Collaboration Tools

**Core Competencies:** Project Management, Organizational Change, QHSE Systems, Coaching, Risk Management

**Languages:** English (C1), German (Conversational)



## **INTERESTS**

- **Improvisational Theater** (Actress and Coach)
- **Skiing** (Alpine, Telemark, Backcountry)
- **Volunteer Work:** Domestic Violence Prevention Programs