

Tillerman Executive Search is structuring its HR expertise to support companies' strategic transformation

The Paris-based executive search firm Tillerman Executive Search has announced a new strategic step in its development, with the creation of a specialist division dedicated to Human Resources (HR) roles. To organise and lead this new practice, which operates at both national and European levels, the firm has appointed Xavier Moulins as a Partner.

> Establishment of a practice specialising in HR functions

In a few years, the nature of the HR function has changed fundamentally. Today, an HR Director manages a range of simultaneous strategic, social, technological and people-related challenges – organisational transformation, industrial relations, HRIS, employer branding, CSR and internationalisation. Attracting visionary and agile HR leaders has now become a crucial governance issue for executive committees. To meet this growing demand from its clients, Tillerman Executive Search has chosen to specialise by setting up a dedicated division. This new practice will capitalise on the firm's long-standing expertise to offer a bespoke approach to identifying and placing HR Directors, Directors of Labour Relations and other key HR leadership roles.

> Xavier Moulins, HR functions expert: the legitimacy of on-the-ground experience in the service of executive search

To realise this ambition, Tillerman Executive Search is joining forces with Xavier Moulins. With over 25 years' experience in human resources and as Group HR Director within major organisations, Xavier brings exceptional practical expertise to this market segment. Having held at the highest level the very roles he is now responsible for filling, he has a thorough understanding of operational models, corporate cultures and governance issues.

Xavier also brings in-depth sector-specific expertise in key areas such as construction, road and rail transport, and logistics. His comprehensive understanding of internal dynamics and organisational structures will also enable him to play a cross-functional role in the recruitment of other senior executive profiles.

"It had become essential to meet this growing demand from our clients with an appropriate level of specialisation and excellence. Our partnership with Xavier Moulins was a natural fit: beyond his in-depth knowledge of senior HR roles, he shares our firm belief that executive search is, above all, a profession based on trust, commitment and discretion."

Arnaud de Bonneville, Founding Partner of Tillerman Executive Search

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ABOUT THE FIRM

Tillerman Executive Search is a leading player in the direct recruitment of managers, experts and senior executives with rare and experienced profiles.

Since its foundation in 2012, its team of executive search specialists has been supporting CAC 40 companies, mid-market firms and start-ups in their strategic governance decisions, with a bespoke approach centred on rigour, confidentiality and excellence.

The firm's reputation is built on the multi-sector and multi-disciplinary expertise of its partners, and the collaborative relationships they foster.



> Xavier Moulins has joined Tillerman Executive Search as a Partner specialising in HR roles

"My ambition is to build a leading practice in response to major changes in HR. With Europe set to manage millions of career transitions by 2030, the calibre of HR leaders is becoming a key driver of business performance.

To contribute to this, I will focus on three key areas: identifying the best executive profiles in France and Europe based on long-standing relationships of trust; covering the full range of needs, from permanent recruitment to interim management; and developing in-depth analytical capabilities to ensure Tillerman's expert voice is heard on these issues."

