

Richard VENEAU

Married, two children

Graduate of HEC Business School and SCIENCES PO Paris – Master in International Tax Law

20 years of international experience in administration –
open minded – proven competences in budget management and negotiation

CORE COMPETENCIES

Expertise

Management (strong experience in leadership, resources management and performance development in a multicultural environment)

Communication and negotiation (in-depth knowledge of the international community, high-level contacts with the administrations of the European Member States, institutional communication, negotiation at all levels)

Administration (expertise in management controls, budgeting processes, streamlining of administrative processes and financial controls)

Languages

Native French

Fluent English – Daily working language for the past 20 years

Fluent German – Studies in Germany

PROFESSIONAL EXPERIENCE



EIB – EUROPEAN INVESTMENT BANK (Luxembourg)

Principal Advisor to the Secretariat General (since 2013)

- Advisor to the Secretariat General of the Institution (Governance and Coordination Division):
 - . Oversees organizational change
 - . Develops strategic vision and direction of the Bank's external projection
- Project manager for administration and planning:
 - . Conducts calls for tenders
 - . Ensures compliance of administrative procedures
- Vector of coordination with other Directorates General



COUNCIL OF EUROPE DEVELOPMENT BANK (Paris)

Director for General Administration (2006-2012)

- Directed all administrative resources of the Bank:
 - . Managed human resources' policy and operations
 - . Rationalized costs (increased flexibility of the remuneration system, streamlining of the pension scheme),
 - . Managed instruments of internal and external communication of the Bank.
- Supervised and managed the Bank's budget as well as the controlling department :
 - . Provided the board with relevant information for decision making,
 - . Improved monitoring tools and methods (developed results-based budgeting).
- Recommended and implemented the Bank's institutional strategy :
 - . Developed collaboration with other international institutions,
 - . Monitored issues related to governance, best practices and controlling bodies,
 - . Contributed to the institution's Code of Conduct and to the creation of an independent Chief Compliance Officer's position.



Deputy Director (2001-2002), then Director (2003-2005) for Human Resources and Communication

- Defined and managed the human resources policy, in a multicultural environment:
 - . Conducted negotiations with staff representative bodies,
 - . Administered the pension scheme,
 - . Promoted new management methods (diversification of nationalities, internal mobility).
- Responsible for the Banks's internal and external communication:
 - . Managed press relations,
 - . Set up internet and intranet sites and developed institutional communication supports.



Head of the Private Office of the Governor (1996-2001)

- Managed diplomatic contacts with national authorities and operational relations with other international institutions
- Coordinated the Banks's strategic orientations:
 - . Recommended a capital increase and managed the subscription process,
 - . Authored the medium-term Development Plan,
 - . Negotiated with Member States on all issues pertaining to the Bank's strategy (particularly in matters of development in transition countries).
- Supervised production of all official documents (Annual Report, Memorandums for the Administrative Council, etc.) and coordinated internal management meetings.
- Ensured proper implementation of protocol issues (ministerial visit, multilateral meetings).



SOCIÉTÉ GÉNÉRALE GROUP – Inspection Department

Inspector (1994 – 1996)

- Strategy advisor:
 - . analyzed policies conducted by the Group's branches and subsidiaries,
 - . identified and recommended areas of improvement.
- Internal financial auditor:
 - . mission to control risks and supervise liabilities,
 - . development of tools to avoid financial fraud.



FRENCH MINISTRY FOR JUSTICE – International branch

Advisor (1992)

- Traineeship under the direct authority of the Department Director

EDUCATION/ QUALIFICATIONS

1992-1994	SCIENCES PO PARIS <ul style="list-style-type: none"> • Graduate in Public Administration
1990-1992	JEAN MONNET UNIVERSITY – PARIS SUD XI (SCEAUX) <ul style="list-style-type: none"> • Master in International Tax Law
1989-1992	H.E.C. – ÉCOLE DES HAUTES ÉTUDES COMMERCIALES <ul style="list-style-type: none"> • Graduate in Business Management (with honors)

PERSONAL INTERESTS

<i>Leisure</i>	Literature / theater (author of several books and plays).
<i>Travel</i>	Europe, United States, Peru, Mauritania, Kenya, Cambodia, India, Laos, Thailand, Vietnam.
<i>Sports</i>	Trekking (<i>Reunion Island, Laddakh, Mount Toubkhal, Corsica, etc.</i>)
<i>Community work</i>	
Since 2012	Visiting professor at the EMUNI MBA (Euro-Mediterranean University, Portoroz, Slovenia)
2002-2012	Member of the International Financial Institutions Human Resources Managers' network
1991-1994	Board Member of the French-German Associations' Federation