

Veneau, Richard

Nominee of the **France** for election to the Committee on Budget and Finance of the International Criminal Court.

Curriculum vitae

Richard Veneau

- Graduate of HEC Business School and Sciences Po Paris - Master in International Tax Law
- Highly accomplished senior international HR Director-Management, leadership, negotiation and diplomatic skills at all levels

Expertise International HR track-record (HR management within a multicultural environment; monitoring and streamlining of international public processes)

Administration and representation (expertise in international governance, streamlining of administrative processes, presentation of strategic issues to Boards)

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

Honors Chevalier in the National Order of Merit (France, presidential decree dated 13th May 2016)

Languages Native French
Fluent English - Daily working language for the past 20 years
Fluent German - Studies in Germany

Current responsibilities

CEB - Council Of Europe Development Bank (Paris)

Director for International Coordination and Human Resources

- Member of the Institution's Management Committee
- Manages human resources policy, within a multilateral environment
- Conducts change management (staff regulation and pension scheme)
- Leads negotiation with Member States and staff representatives
- Conducts the organization's performance policy
- Implement the international coordination with other international institutions
- Monitor issues related to governance, best practices and controlling bodies

ICC - INTERNATIONAL CRIMINAL COURT (Den Haag)

Vice-Chair of the Committee for Budget and Finances

- Elected member of a Committee in charge of validating the ICC budget
- Expertise on the Court's administration, governance and on -going reorganization process

Professional experience

EIB - European Investment Bank (Luxembourg)

Principal Advisor to the Secretariat General (2013-2014)

- Advised the Secretary General on process management and governance challenges
 - ✓ Organizational change management
 - ✓ Strategic vision and legal monitoring on corporate issues (namely Bank's external projection)
- Coordinated with other Directorates General

CEB - Council of Europe Development Bank

Director for HR and Communication, then for General Administration (2001-2012)

- Directed all administrative resources of the Bank:
 - ✓ Managed human resources' policy and operations
 - ✓ Rationalized administrative processes (flexibility of the remuneration system, streamlining of the pension scheme)
- 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 HR strategy (namely contributed to the institution's Code of Conduct and of an independent Compliance Office) in a multicultural environment.
- In charge of corporate representation and institutional communication

Head of the Governor's Office (1996-2001)

- Managed diplomatic contacts with national authorities and operational relations with other international institutions
- Coordinated the Bank's strategic orientations (recommended a capital increase and managed the subscription process, authored the medium-term Development Plan, etc.)
- 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

Société Générale Group - Inspection Department

Inspector (1994 - 1996)

- Internal auditor and strategy advisor (analysed policies conducted by the Group's branches and subsidiaries; identified and recommended areas of improvement)

Education / qualifications

- Sciences Po Paris (1992 -1994)
Graduate in Public Administration
- Faculte Jean Monnet - Universite Paris XI (1990 - 1992)
Master in International Law
- HEC, Ecole Des Hautes Etudes Commerciales (1989 -1992)
Graduate in Business Management (with honors)

Personal interests

Literature / theater

- June 2012 Publication of a book on Euro-Mediterranean Issues (*Editions Nouveau Monde*)
- July 2008 Theater play (*Passager*) - Avignon Festival
- July 2002 Theater play (*La Foi du Charbonnier*) - creation during the Velay Theater Festival
- February 1995 Co-author of a Dictionary on International Issues (*Editions de l'Atelier*)

Sports

- Skiing, Cross country skiing (*Vanoise, Meije, ...*)
- Trekking (*Reunion Island, Laddakh, Mount Toubkhal, Corsica, etc.*)

Community work

- Member of the International Financial Institutions' HR Directors Network
- Member of AHRMIO (Association for HR Management in International Organizations)

Married, two children
