

CELESTE LORDET

Talent Manager – HR Performance & Development | Open to Singapore / APAC relocation
France | Previously lived and worked in Hong Kong (5 years)

Senior HR and Talent professional with international experience across France and Hong Kong, operating at group HQ level within large, complex organisations. Experienced in talent identification, development and acquisition, with a strong focus on internal mobility, scalable programs, and pragmatic HR governance.

PROFESSIONAL EXPERIENCE

ADEO Group – Talent Manager, HR Performance & Development (Sep 2024 – Present)
110,000 employees worldwide | €30bn revenue | Group HQ scope (~2,500 employees)

- Enhance talent identification processes and support the continuous improvement of talent management frameworks
- Coordinate and support talent and development review processes across populations
- Contribute to the design, delivery, and evolution of talent development programs
- Track and analyse relevant indicators to assess the impact of talent initiatives
- Contributor to a cross-functional think tank on the impact of AI on job architecture and job catalog evolution

ADEO Group – School Partnerships & Campus Leader (Sep 2023 – Aug 2024)

- Defined and led the HQ school partnership strategy and stakeholder network
- Recruited and supported ~150 students/year; structured end-to-end student journey
- Implemented feedback mechanisms, achieving a student NPS of 52

ADEO Group – Talent Acquisition Manager, Marketplace (Apr 2021 – Oct 2023)

International scope: France, Spain, Italy, Portugal & Germany

- Built and managed an international TA team of 4 recruiters
- Supported rapid scale-up, contributing to a +200% headcount increase over 20 months across 5 countries
- Designed internal hiring tools and dashboards; improved recruitment processes for scale

IMS Digital Ventures – Digital Marketing Consultant (Apr 2019 – Aug 2020) | Hong Kong

~100 employees

- Advised clients on e-commerce market entry strategies in Hong Kong and Mainland China
- Benchmarked digital practices; coordinated cross-functional delivery teams

Maltem Consulting Group – HR Business Partner / Talent Acquisition Specialist (Sep 2015 – Nov 2018) | Hong Kong

- HR Business Partner for a digital consulting BU (~30 FTEs)
- Led recruitment and supported international mobility programs

TOOLS & HR TECH

- ATS: Teamtailor, Talentsoft | Data: Google Sheets & Forms; Power BI (user-level) | Collaboration: Google Workspace

EDUCATION

CELSA Paris-Sorbonne – Master's Degree, Human Resources & Communication (2014–2015), Magna Cum Laude

Université Paris I Panthéon-Sorbonne – Master's Degree (M1), Political Science & Government (2013–2014)

McGill University – Bachelor of Arts, Political Science & Communication Studies (2009–2012)