

# ECOBÉ — Client Report

Giuliano Orlando Hippert

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## Giuliano Orlando Hippert – Client Report

### General Profile and Personal Presentation

Giuliano Orlando Hippert is a highly experienced Senior HR Executive based in Coppet, Switzerland. With over 20 years of international human resources leadership, Giuliano's career showcases extensive expertise in building and scaling HR functions in challenging, multi-site environments. His professional demeanor is characterized by strategic insight, executive presence, and a proven ability to operate effectively across cultures and geographies including Europe, the UK, Latin America, and the US. With fluency in English and apparent adaptability, Giuliano presents as a dynamic, confident leader, comfortable influencing at the board and C-suite levels. His current communications and documentation are clear, well-structured, and aim to highlight both strategic and hands-on capabilities.

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### Relevant Professional Experience

Giuliano's career trajectory features progressively senior HR roles with a significant emphasis on organizational transformation and HR strategy design:

#### #### INEOS (Vaud, Switzerland) – Head of HR

- \*\*Duration:\*\* Dec 2019 – Present
- \*\*Scope:\*\* Reports directly to the CEO and leads HR for multiple business entities, including managing HR for the €4 billion Project ONE initiative (a flagship, greenfield chemical complex in Antwerp).
- \*\*Key Achievements:\*\*
  - Built the HR function from scratch for a major multinational investment, supporting rapid scaling from 4 to 4,000 employees/contractors.
  - Designed and implemented new Target Operating Models, full HR governance, organization design, and all associated policies and systems.
  - Led and executed complex recruitment and workforce planning for both direct employees and contractors, achieving record-setting internal hiring practices and talent retention.
  - Managed HR operations for large-scale industrial logistics (e.g., modular shipments, including one of the largest cargoes ever through the Port of Antwerp).
  - Developed and rolled out a €300 million, seven-year workforce strategy, keeping costs below the approved budget.
  - Created a recognized greenfield HR model, later adopted across other INEOS projects.
  - Integrated digitalization, automation, and AI compliance into HR processes.

#### #### Louis Dreyfus Company (Geneva, Switzerland) – Global HR Business Partner Head

- \*\*Duration:\*\* Nov 2016 – Nov 2018
- \*\*Scope:\*\* Responsible for strategic HR partnership at the executive board (COMEX) level across global operations.
- \*\*Key Achievements:\*\*
  - Directed HR transformation projects and supported the implementation of core business system upgrades (SAP

S/4HANA).

- Oversaw back-office transformation including offshoring initiatives.
- Aligned people strategies with overall business transformation goals.

#### [Further roles indicated but not detailed]

- Notable prior experience at Gunvor USA, Petrobras EMEA, and greenfield industrial sites in Brazil, which further underscores his global, cross-sector HR expertise.

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## Identified Competencies and Skills

Giuliano possesses a robust skillset highly relevant for contemporary HR leadership and strategic transformation, including:

- **Strategic HR Leadership:** Demonstrated ability to design, build, and lead HR teams and systems for complex, large-scale, and multi-country organizations.
- **HR Transformation & Change Management:** Consistent track record in driving digitalization, new operating models, and large-scale change programs.
- **Project and Program Management:** Expert in leading HR elements in billion-euro projects, large recruitment waves, and operational scale-ups.
- **Executive Business Partnering:** Experienced in partnering directly with executive boards for organizational design, governance, and new entity setup.
- **Reward & Performance Management:** Developed performance cultures, compensation, and incentive models tailored to dynamic environments.
- **International Talent Acquisition & Workforce Planning:** Effective in attracting and retaining diverse, high-performing talent in highly competitive, global markets.
- **HRIS & Data Governance:** Skilled in implementing and overseeing HR information systems, ensuring data compliance, and leveraging HR analytics.
- **Innovation and Digitalization:** Built AI capabilities and automation into HR processes, supporting broader business innovation agendas.
- **ESG & Sustainable Growth Initiatives:** Involvement in ESG financing and sustainability projects, aligning people strategy with long-term business resilience.

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## Career Goals and Ambitions

Although the client documents do not state explicit long-term career aspirations, Giuliano's trajectory and focus areas suggest the following:

- **Continued Leadership in HR Transformation:** Leading HR strategy and execution in high-impact, multinational projects involving technology, digital transformation, and sustainability.
- **Expansion into More Strategic/Global HR Leadership Roles:** Positioning for broader HR executive positions (e.g., CHRO/Group HRD) at global corporations, potentially at the group or holding level.
- **Championing Innovation, AI, and ESG in HR:** Driving further integration of technology and sustainability within HR, shaping future-oriented people functions that support business transformation and decarbonisation.
- **Board/C-Suite Advisory Roles:** Potential expansion into advisory positions or board-level HR roles, leveraging extensive transformation and governance experience.

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## Notes on LinkedIn vs Personal CV

- **Consistency:** The LinkedIn profile and personal CV are highly consistent in terms of content, format, and tone. Both documents highlight the same core achievements, roles, and timeframes.
- **Contact Details:** There are slight discrepancies in phone numbers, but email and other details are generally uniform (note: LinkedIn and CV both show a Swiss phone number, with minor digit differences that should be confirmed).
- **Level of Detail:** The information in both sources is closely aligned, though neither document provides full, uninterrupted details for all previous roles (some company histories or achievements cut off at similar points in both).
- **Professional Branding:** Both documents present Giuliano as a strategic, international HR leader with a passion for transformation and innovation.

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## Initial Coaching Recommendations

### #### 1. Clarify and Articulate Next-Level Career Ambitions

- Support Giuliano in defining his next 3–5-year aspirations (e.g., targeting a global CHRO role, entering the boardroom, or pursuing ESG/HR tech specialization). This will help tailor development strategies and positioning.

### #### 2. Board and Advisory Readiness

- Explore interests and gaps for board-level HR or advisory opportunities. If appropriate, work on elevating governance, risk management, and stakeholder influence elements in his personal brand.

### #### 3. Showcase Quantifiable Impact

- Encourage further quantification of his transformation achievements (e.g., turnover improvement, stakeholder engagement metrics, digitalization outcomes) in future profiles and applications.

### #### 4. Leverage and Deepen Digital, AI & ESG Branding

- Given his current exposure, Giuliano could benefit from refining a thought leadership narrative around HR's role in AI, automation, and sustainability/ESG—potentially via publications, speaking opportunities, or targeted networking.

### #### 5. Continue International Positioning

- Maintain and extend the international scope of his CV/LinkedIn; consider highlighting additional language skills, regional expertise, or global project outcomes as competitive differentiators.

### #### 6. Address Minor Profile Discrepancies

- Ensure all contact and profile information is fully aligned and up-to-date across platforms.

### #### 7. Reflective Personal Development

- Encourage Giuliano to identify areas for self-growth (e.g., specific industry expertise, additional digital/AI certifications, or global leadership programs) that would support further transition into top HR or cross-functional leadership roles.

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## Summary

Giuliano Orlando Hippert presents as an accomplished, innovative, and strategic HR executive with deep international and transformational expertise. His professional materials are impressive and well-aligned, positioning him strongly for advanced HR leadership roles, especially where digital, ESG, and large-scale transformation intersect. The coaching engagement should focus on aligning next-level ambitions, strengthening executive/board-level readiness, and sharpening his leadership brand around digital and sustainable HR practices.