

ECOBÉ — Client Report

Giuliano Hippert

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Career Analyst Report: Giuliano Hippert

General Profile and Personal Presentation

****Name:**** Giuliano Hippert

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Giuliano is a polished Senior HR Executive with a robust record of building HR functions from the ground up in highly complex, multi-site, and international environments. His professional narrative is marked by his success leading HR operations for large-scale projects, especially in greenfield and transformation settings. Giuliano comes across as decisive, strategic, and operationally astute, with a clear capability to translate business vision into actionable HR solutions that drive organisational and cultural evolution.

He presents with confidence, a broad international mindset (Europe, UK, Latin America, US), and a willingness to operate in demanding contexts, including remote and challenging environments. His personal style likely combines gravitas with pragmatism, enabling him both to command executive trust and to deliver practical outcomes at pace.

Relevant Professional Experience

INEOS, Vaud, Switzerland

Head of HR – Project ONE + Catalyst & Polymers Technology + O&P South

Dec 2019 – Present

- Built and scaled the HR function for INEOS's €4 billion Project ONE—a major greenfield chemical investment.
- Led a transformation from 4 to 400 employees in 18 months and expanded oversight for 4,000 contractors over four years.
- Designed and implemented a new Target Operating Model (TOM), integrating governance, organisation design, talent acquisition, performance, and cultural frameworks.
- Oversaw successful HR delivery for complex logistics, including major industrial shipments.
- Managed a €300 million, seven-year workforce plan, achieving targets under budget.
- Collaborated with Finance on new entity setups and embedded foundational reward and performance frameworks.
- Supported the introduction of automation and AI within HR, ensuring compliance and operational improvement.
- Recognized internally for developing a blueprinted HR model replicated in subsequent INEOS ventures.

Louis Dreyfus Company (LDC), Geneva, Switzerland

Global HR Business Partner Head

Nov 2016 – Nov 2018

- Partnered with C-suite (COMEX) to align HR and people priorities with broad business transformation.

- Led Finance function transformation and spearheaded ERP implementation (SAP S/4HANA).
- Supported complex back-office transformation, including the offshoring of processes to Eastern Europe.

Additional Experiences (Implied from CVs)

- Built HR from scratch for Gunvor USA, Petrobras EMEA, and greenfield industrial sites in Brazil.

Identified Competencies and Skills

- **HR Strategy & Transformation:** Extensive experience developing and deploying HR strategies, especially in complex, global businesses and during periods of rapid change or scaling.
- **Organisational Design & Target Operating Models:** Proven success in designing TOMs and governance frameworks that have a measurable business impact.
- **Project Management & Rapid Scaling:** Demonstrated ability to scale HR teams, manage massive workforce expansions, and control cost and time-to-hire metrics at record levels.
- **Digitalisation & Data Governance:** Deep understanding of HR technology, digitalisation projects (including HRIS, automation, AI integrations), and data compliance.
- **International Mobility & Multi-Cultural Leadership:** Navigates cross-border issues adeptly and manages diverse, distributed teams.
- **Compensation & Performance Culture:** Built and embedded sophisticated performance-driven compensation and incentive frameworks.
- **Executive Stakeholder Engagement:** History of close partnership with senior executives and cross-functional teams to deliver strategic outcomes.
- **Change Management & Communication:** Effectively communicates and leads through change in both greenfield and transformation projects.

Career Goals and Ambitions

Giuliano seeks senior HR leadership roles in Switzerland, preferably where he can leverage his expertise in:

- Building or transforming HR functions (especially in greenfield, M&A, or scale-up scenarios)
- Leading HR digitalisation and strategic transformation projects
- Driving the people agenda for complex, multi-site, multinational organisations (e.g., large industrial, energy, or trading sectors)
- Partnering with executive leadership to enable business growth, operational efficiency, and cultural evolution

He appears motivated to continue working at the intersection of HR, technology, and organisational strategy, ideally in environments that present complexity and require high-impact, scalable HR solutions.

Notes on LinkedIn vs. Personal CV

Content Consistency:

The LinkedIn profile and the personal CV are highly consistent. Both documents share identical language, structure, and detail level for Giuliano's most recent roles and summarised core competencies.

Minor Observations:

- Both documents (possibly inadvertently) cut off the description of his role at Louis Dreyfus Company. This would

need clarification for completeness in both arenas.

- No substantive differences or discrepancies will affect the coach's initial impression—both accurately reflect Giuliano's skills and experience.

Recommendations:

- Ensure all online profiles and documents provide a complete timeline of roles and responsibilities.
- Update LinkedIn and CV to include the full end of prior experiences to avoid appearance of omitted information.

Initial Coaching Recommendations

1. **Refine and Highlight Unique Value Proposition**

- Help Giuliano sharpen a succinct narrative that distinguishes him from other senior HR leaders—especially his experience building HR functions from scratch in large, operationally intensive sectors.
- Encourage storytelling around the impact of his HR models, especially as they have been adopted or scaled across businesses.

2. **Targeted Positioning for Swiss Market**

- Leverage Giuliano's international and transformation expertise, tailoring applications and networking activities to Switzerland's major multinationals, large-scale industrial, energy, or trading companies.
- Prepare compelling examples that speak to local Swiss business priorities, such as compliance, sustainability, and digital transformation.

3. **Executive Networking and Visibility**

- Identify and approach Swiss HR and industry leadership networks, forums, and C-suite events.
- Consider speaking engagements, panels, or articles (e.g., on HR digitalisation or operating model innovation) to increase visibility.

4. **Board and Advisory Roles**

- Explore opportunities for Giuliano to serve on advisory boards or as a non-executive HR director, leveraging his transformation and governance experience.

5. **Document and Presentation Refinement**

- Carefully review and expand all role/project descriptions to ensure there are no cut-off sentences or gaps.
- Develop a tailored executive bio and briefing materials for key positions and networking introductions.

6. **Future-Skilling and Trends**

- Encourage Giuliano to stay abreast of the latest trends in HR tech, AI, and workforce analytics—potentially via short executive courses or certifications—adding contemporary weight to his digitalisation narrative.
- Consider coaching sessions on executive communication for digital and remote leadership.

Summary Statement:

Giuliano brings a rare combination of hands-on HR function building, large-scale transformation, and international acumen, with proven successes in highly complex environments. His experience, drive, and ambition make him an exceptional candidate for senior HR leadership or board-level roles in Switzerland's demanding business landscape. Focus should be placed on: refining his unique proposition, strategic networking, and ensuring impeccable presentation of his track record for maximum market impact.

Prepared by:

Ecobe Career Analyst

(Date as appropriate)