

Interview with Smahane Kissi, HR Head NCE & HRBP CMO

Why do you love Human Resources?

During the day I could manage multiple activities, from one day to another it's never the same. With the Global & NCE role now it is interesting to have different perspectives, different cultures, different ways of working that I need to manage.

In your opinion, what does your diverse experience bring to your current role?

I started my career in HR from a position in Talent Acquisition, and it allowed me to have the full perspective and knowledge of the roles that exist in an organization and their content. Thus, this experience helped me to prepare for the HR Generalist/Partner role.

Which of your roles is your favorite?

I've enjoyed all the roles that I had. Maybe the global one I enjoyed least of all, because I was less close to the leaders and business. Working in local operations and global functions requires different ways of interactions and approach, but I enjoyed both sides. The most important thing for me is always to work closely with leaders and the team.

What would you describe as your main achievement you are proud of?

Building new organization from the beginning. It was the case when we had the news on Cabometyx a couple of years ago. We had to reflect on the new organization and build it. We hired around 20 people, including BU Head, Product Manager, KAMs. It was quite an adventure, and we did it in close collaboration with GM and BU Head. Despite a lot of hard work, we had a lot of fun too. And now, when I'm meeting these colleagues, I still feel the connection with them.

For me this project was also about strong collaboration between LT and HR, building trust with your partner and making sure that we are taking the right decisions on people. That is also one of the greatest achievements for me.

If you could give advice to your HR colleagues about owning their career, what would it be?

Develop agility and ability to work in the matrix environment.

Agility to understand different types of business, different types of needs, different skillsets in terms of capabilities. It is also about understanding in a quick manner and navigating with different GLT colleagues.

In my current role my stakeholders are GMs and CMO LT members, and with each of them I need to make sure that HR topics are well addressed. Having experience of working in global with multiple stakeholders and VPs helps me a lot for my current role.

What could Ipsen HR do more of to continue supporting career development of the HR community at Ipsen?

In my experience each time when I needed it, I had support, either in terms of training or mentoring, or in terms of assignments. I always had trust from HR leaders, who supported my development.

In Ipsen we have a good offer in learning and development, we are addressing some of the needs in self-learning, 360, learning programs. What is important is to make sure that we have proper discussion with our managers, and we are driving our own growth.

For the future we can focus more on inclusion of HR people in global development programs, such as IMD, etc.

If you were not HR, what would be your dream job?

To own a beauty salon, complete one with full package of beauty treatments.

I also like to coach when I have discussions with some of the leaders. So probably this can be another professional way for me too.

Is there anything that you would like to share with us?

The key message is own your development because you are the only person who can drive your actions and make sure that you are developing in a proper way.

Build trust with your managers and make sure that they are supporting your development.

Ipsen is a great place to develop. We have local, regional, global HR positions, CoEs – very diverse roles and functions, even if we are not the biggest HR team on the market.