

8TH MARCH

INTERNATIONAL WOMEN'S DAY

*« Directors, managers, leaders, mothers ...
but above all women.*

The women of the Clayens group tell their stories »



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« Women's Day is an opportunity for the Clayens Group to highlight some of the company's key female employees. Of course, we deplore the fact that there are still too few women in management positions in the group, as is unfortunately the case in many industrial companies. However, through these portraits, we wish to illustrate the opportunities for career development within Clayens and our desire to do everything possible to encourage them. »

Eric Pisani
CEO Clayens NP Group

Miriam RAMIREZ

GENERAL MANAGER PRODUCTOS PLASCO GLASSTECH

« Regarding academics after graduating in International Business Administration, I studied diplomas in Logistics, Purchasing and Marketing. Then a Master's in business and also obtained a Black Belt certification. This 2022, I will start a Senior Executive MBA.

Professionally I have been in the Thermoset Industry supply chain for 15 years. My responsibilities have included Managerial positions in Sales, Marketing, Logistics and Production. Since January 2018, I am the General Manager of Productos Plasco Glasstech, now part of the Clayens NP Group, which is a Thermoset Custom Molder based in Mexico City that has done business in Mexico and the USA for 40 years. »

*« Women add value in All areas,
I think the planning and administrative activities are a highlight for us.
We have plenty opportunities in logistics, marketing, sales, finances,
purchasing, quality, human resources, safety, and more.
But there is not limit for us. »*



Nadia RAMDANI

PURCHASING DIRECTOR CLAYENS NP GROUP



« With a Master's degree in management, completed by a specialization in Purchasing, I have integrated the industrial world for several decades by capitalizing on an enriching experience from all points of view. At Clayens NP, I was entrusted with the management of the Group Purchasing since 2005 and this pledge of confidence was very important for me, with this certain motivation to take up this ambitious challenge. I had a long way to go and everything had to be built... A lot of doubts on a path strewn with trials and pitfalls that I had to face to assert myself, to impose myself, being immersed in a mainly male world. We have come a long way in trying to meet the many challenges, with the involvement of all the teams, within the framework of external growth at the group level, but motivation, tenacity and perseverance have enabled us to achieve certain long-awaited victories. On this day dedicated to the honor of women, I would like to pay tribute to all those who show commitment and courage at all times, whatever their level of responsibility, to reconcile and preserve this precious balance between professional and family life. I address a particular message to all these women, often experienced and deserving, with proven performances in difficult contexts. We must work to support and encourage those who wish to develop their careers ambitiously... Mentalities have changed in recent years, but we must continue to mobilize and humbly enlighten the world through our commitments. »

« All women deserve to be celebrated...

*Let's be confident, let's seize the numerous opportunities that are offered to us
and contribute with certainty to the success of all our projects »*

Christelle GOMEZ

HUMAN RESOURCES DIRECTOR CLAYENS NP GROUP

« With a Master's degree in Economic and Social Administration, following my studies, I joined NIEF PLASTIC on February 17, 1997 as Personnel Manager to replace a retiring employee. This operational position allowed me to understand all the fields of Human Resources: Personnel administration, Training, Payroll and Temporary staff management. The group was then made up of three companies: NIEF PLASTIC, THERMODOLE (now NP JURA) and NP SAVOIE. It employed about 400 permanent employees.

As a mother, in 1999 and again in 2003, I had to reconcile my personal and professional life. A first day of work in the company and for my greatest happiness the second one starting at home to take care of the children.

Over the years, our Group has grown with new acquisitions and creations, in France and abroad, and many challenges to take up. Motivated, tenacious, patient and persevering, I was promoted a little over 10 years ago to the position of Group Human Resources Director. Today, the Clayens NP group has 3,650 employees and 27 companies with multicultural teams that allow me to develop a global vision of new HR issues. In close collaboration with all the teams involved, we move forward every day to contribute to the development and improve the attractiveness of our Group. We have come a long way!

My job is constantly evolving and today I am totally fulfilled in my field.

Even if work is a big part of my life, I also need to get away. As a sportswoman, I like to run on weekends but also to spend time with my children, to go out or to receive my friends for moments of conviviality.

Gourmet, I love to cook ... but especially desserts!

Faithful to the company, I am proud to belong to the Clayens NP Group and am ready to face new challenges.

I thank Mr. Gilles NIEF (Ex CEO NIEF then Sintex NP) and Eric PISANI (CEO Clayens NP Group) to have granted me their confidence »

« Tenacity is one of the most important qualities for success in life, no matter what the goal.

Teamwork is the fuel that allows ordinary people to achieve extraordinary results.

So if someone offers you a seat on a rocket, don't ask what seat it is.

Get on! »





Siham LAHRECH

QUALITY MANAGER CLAYENS NP MOROCCO

« Woman, Wife, Mother, Engineer, Manager are synonymous for me with Responsible. My personality has been forged since my childhood by an education making no difference between girls and boys in a conservative society, but my perseverance and perfectionism have motivated me along my path to achieve my personal and professional goals. First engineer of my family, the youngest quality manager to win the quality award in Morocco, lead auditor ISO9001, Lean auditor ISO14001, Green Belt certification, are among my greatest achievements that will continue with a state doctorate in preparation that will be another challenge for me. With a long experience in the automotive industry, I am committed, with the support of my managers, to create and perpetuate the image of our Clayens Group in which women and men have the opportunity to flourish in a healthy and professional work environment that promotes the culture of responsibility, merit and excellence. excellence. »

« If your dreams don't scare you, they are not big enough ... »

Krisztina GYEBNAR

FINANCIAL MANAGER CLAYENS NP HUNGARIA & MANAGEMENT CONTROL PILOT EUROPE

« I began to work at NP Hungaria as an accountant assistant in 2005. Ever since, I have visited several subsidiaries (NP Germany, NP Polska, NP Slovakia) over the years, primarily with the support of David Berthillier. All these "journeys" helped me a lot in my personal development by getting to know other cultures, getting an insight into other tasks, and also some doing extended tasks. During this long way, I took my degree in economics (I'd already had a degree in French) and I started a family, having 2 children who are always waiting for me impatiently at home to talk about their everyday lives. In 2017, David Berthillier went to Genas to become CFO, so I tried my hand at being a financial manager. This was a really big moment in my life; I think I succeeded if I think about my great team who support me a lot. Nowadays, I am feeling really enthusiastic to be a member of the Controlling Group which is another opportunity to improve myself. »

« The journey is never ending. There's always gonna be growth, improvement, adversity; you just gotta take it all in and do what's right, continue to grow, continue to live in the moment »





Hayet ATTI

PROJECT MANAGER CLAYENS NP TUNISIA

« Generally, Tunisian women are taking an important place in society and in the professional world, a growing number of women occupy management positions at the highest level of the civil service and the private sector. They have the same rights as men.

I was hired at the beginning of Clayens NP Tunisia, in 2004. The regular professional progression is part of the culture of the group. When I arrived as a quality technician, I was promoted to the position of Project Manager; management and close supervision of the new products project team.

I am respected and listened to by my management, my team, my employees and my customers.

As a manager, developing the skills of my colleagues is one of my primary objectives, whether on a hierarchical or functional level.

A woman manager generally brings listening, understanding, empathy... without giving up any of her qualities of tenacity and authority, which allows her to maintain the responsibilities and commitments of the position. »

« From my point of view, female management relies a lot on on emotional intelligence »

The Clayens group currently includes :

48 %

of women employees



Join us

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