

**Romain DEFLINE**

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date of birth 28<sup>th</sup> March 1967

French citizen

## **WORK EXPERIENCE**

### **Since 2005 : BNP Paribas, Group Business Continuity**

In charge of special BC Management projects : pandemic and Group consolidated reporting. Administrator of the Group business continuity tool. Take part in drafting and implementation of Group policy throughout its various entities. Provide subject matter expertise for the benefit of BCP Managers and Coordinators. Facilitator of Group crisis management training and awareness program.

### **2001 – 2005 : BNP Paribas, Group Human Resources – International mobility**

In charge of expatriations to Asia, Americas and Africa i.e. package computation, issue contracts, work at expatriation policy evolutions, help at the implementation of expatriation policy throughout the Group, international personal tax expertise, maintain global database of economic and security matters.

### **2000 –2001 : PriceWaterhouseCoopers, International Assignment Solutions**

Senior consultant specialized in International tax and Human Ressources. This position also involves managing a team to prepare the appropriate answer to the question of the client and meet its expectations.

### **1997 –1999 : Arthur Andersen, Human capital Services**

Consultant specialized in International tax and Human Ressources : Tax and social security compliance, expatriate compensation and benefits, labour law, outsourcing.

### **March – June 1996 : Editions Dalloz**

Phone selling of the law bulletin « Dalloz Affaires »

### **October - November 1995 : Croix-Rouge Française**

I lead a study about the « Charity Shops ».

### **June 1995 - October 1995 : Legal assistant, Ernst & Young**

Tax & Legal department: corporate law, business law, tax law

### **1993 - 1994: Legal officer**

Legal adviser of a French regiment in Ivory Coast, for the soldiers, the civil employees and their families (private law, criminal law, labour law). Present rank: Captain

### **1990 - 1993: Personnel department, Cofiroute (highway company)**

Part time lawyer: practical aspect of expatriating employees in England, Ireland and the United States. I wrote a document which encloses all the social regulations current at Cofiroute.

### **July 1989: Crédit immobilier de Lille,**

Lawyer in the litigation department

**August 1986, August - September 1987: K.B.C** (German subsidiary of the French textile groupe D.M.C) Employed in the export department (Lörrach Germany)

## **EDUCATION**

**1992 Postgraduate in international & european law**, University Paris X Nanterre,  
Dissertation on: "Parallel imports of motor vehicles in the European Community"

**1991 Graduate in european & international law**, University Paris I Panthéon Sorbonne

## **ADDITIONAL INFORMATION**

**Member (« associate member ») of the Business Continuity Institute**

**Member of the board of the Associazione Nazionale Specialisti Sicurezza in Aziende di Intermediazione Finanziaria**

**Reserve officer**

**Sports:** fencing (former international junior), tennis, ski, ocean sailing