



## The partners

**Jean-Claude Sobel**  
Founder and President

After having worked in HR for SAINT-GOBAIN-PONT-A-MOUSSON and SCHLUMBERGER, Jean-Claude Sobel was appointed Vice-President of Human Resources and Communication, member of the Executive committee of OCE GRAPHICS (Dutch company), CARBONE LORRAINE and MAAF ASSURANCES.

Jean-Claude Sobel has held global responsibilities for fifteen years, in various sectors : real estate, industry, IT, oil services, insurance.

In 2004, he founded ESSERE Associés which he has chaired since then. Under Jean Claude's leadership, ESSERE Associés has become a leader in the field of corporate governance and executive compensation.

Jean-Claude Sobel works closely with boards of directors and executive committees, of listed and unlisted companies, of all sizes ; he intervenes in the following areas :

- Corporate governance : assessment of boards of directors and its committees : composition, organization and functioning, compliance, role and missions, performance and effectiveness ;
- Executive compensation package : design and implementation of executive packages, management of performance, and retention (short-term and long-term incentive compensation), optimization (tax and non-tax), executive protection (pension and insurance plans, civil and criminal liability, breach of contract) ;
- HR strategy and change management : identification and mobilization of key people, corporate culture, HR function repositioning, redefinition of HR processes, KPIs, communication plan.

Jean-Claude Sobel is an expert in corporate governance and executive compensation, at an international level ; he is also an expert in human resources strategy. He is a graduate of Sciences Po and holds a master's degree in law.