

# Marc Dubois

Belgian | Male | 23 years old

*Target MSc: Human Resources Management / Organizational Behavior*  
*EDUCATION BSc in Psychology & Management KU Leuven 2020 - 2023*  
*Specialized in Work and Organizational Psychology.*

*Thesis on "The Impact of Remote Work on Employee Motivation and Burnout."*

## PROFESSIONAL EXPERIENCE

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HR Intern - Solvay (Global HQ), Brussels July 2023 - December 2023

Supported the global Talent Management team in redesigning the performance appraisal process.

Analyzed employee engagement survey data using SPSS to identify key drivers of turnover.

Assisted in the coordination of leadership development workshops for senior management.

Recruitment Assistant - Michael Page January 2023 - June 2023

Conducted candidate sourcing and initial screenings for middle-management roles in the industrial sector.

Optimized job descriptions to improve diversity and inclusion (D&I) metrics in the candidate pool.

Managed the internal ATS (Applicant Tracking System) and coordinated interview schedules.

## SKILLS

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Technical: SPSS (Statistical analysis), Workday, LinkedIn Recruiter, MS Office.

Analytical: Psychometric testing, Competency mapping, Change management strategy.

## LANGUAGES

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French (Native), Dutch (Fluent), English (Fluent).

PERSONAL INTERESTS Volunteer at a local youth center, Cycling, Jazz Music