

## DENIS PENNEL

### *Managing Director of Ciett*



Denis Pennel was appointed as Managing Director of Ciett in April 2005. In his role, he is in charge of executing the day-to-day activities of the Confederation and promoting the interests of the staffing industry before international institutions, such as the European Union (EU), the International Labour Organisation (ILO), the World Bank or the OECD.

As former Corporate Communications Director of Manpower France (1998-2005), Denis Pennel brings to Ciett broad knowledge and experience in the private employment agency sector. Born in 1966, he graduated from the French Institute of Political Studies and subsequently started his career in Paris in 1989 within the Communication Group BDDP/TBWA as PR manager. In 1991, he moved to London to work as a consultant for Financial Dynamics, one of the largest specialist communications consultancies in the UK. In 1993, he came back to Paris to join the accounting and consulting firm Deloitte, as Head of Information and was recruited five years later by Manpower France.

#### **About Ciett**

Founded in Paris in 1967, Ciett is the authoritative voice representing the interests of the private employment agency industry across the world.

It is recognised as such by international institutions (e.g. European Union, International Labour Organisation, OECD, IOM) as well as by key stakeholders (IOE, ITUC, BusinessEurope).

Ciett is the only association representing agency work at large (brings together 40 national federations) and in its diversity (represents six of the largest multinational staffing companies as well as tens of thousands of SMEs). Ciett members consist of private companies operating in the following HR fields: temporary agency work, permanent recruitment, interim management, executive search, outplacement and training.

Ciett promotes the contribution of millions of agency workers to our economy. Representing a well-regulated industry, members of Ciett refuse to compete to the expenses of workers' rights and work hand-in-hand with governments to fight illegal work and social dumping.

Through their network of 120,000 branches and their 700,000 permanent employees, Ciett members employ 9 million workers (full time equivalent) on a daily basis.