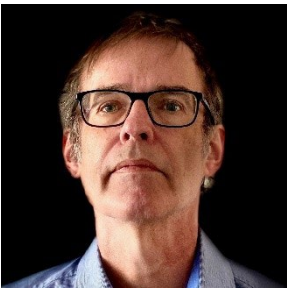


Philippe Francey Joins Birches Group as Senior Advisor

Press Release – March 2023



Birches Group is pleased to announce that Mr. Philippe Francey has joined Birches Group as a Senior Advisor as of 1 March 2023, based in Geneva, Switzerland.

In this newly created role, Philippe will bring his unique insights into the evolution and development of Birches Group's products and services. Initially, Philippe will work closely with international NGOs and other development sector employers headquartered in Europe to strengthen and reinforce our client relationships within the international development sector and expand the awareness of the Birches Group Community™ platform for integrated HR Management.

Philippe will also participate in selected client projects and help introduce the application of the Birches Group Community Skills as a diagnostic tool to assist organizations in the identification of inequities in their pay systems and provide practical solutions to remedy these inequities.

"We are delighted to have Philippe on board as a Senior Advisor," said Warren Heaps, Birches Group Partner. "He is a true expert in his field and brings a wealth of knowledge and insight to Birches Group. I know our clients will benefit from his experience and advice."

"Building on my experience in several economic sectors and 8 years leading the Compensation and Benefits function in a leading global humanitarian organization, I am looking forward to joining Birches Group," said Francey. "It will be exciting to contribute to the evolution of Birches products, while fostering effective partnerships with the Birches customer communities."

About Philippe

Philippe began his professional career over 30 years ago, with stints at the Swiss Ministry of Foreign Affairs, Union Bank of Switzerland, Nokia, Agie Charmilles (Georg Fisher Group), Reuters and Thomson Reuters. Most recently, he served as the Head of Compensation and Benefits for the International Committee of the Red Cross (ICRC) in Geneva. During his career, he has worked in Switzerland, Finland, Brazil, the UK and the US.

In his last position at the ICRC, Philippe experienced Birches Group's products and services as a customer. His insights as a technical expert and former client will be invaluable to the growth of Birches Group.

Philippe holds a B.S. degree in Politics and a post-graduate diploma in Statistics and Computer Science from the University of Geneva.

CONTACT US

For more information about Birches Group's collaboration with Philippe Francey and his work with our European clients.