



Sarah Sougné

People & Words Specialist

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LinkedIn

1998-2004

The ISTI period

Institut supérieur de
Traducteurs et Interprètes

I'm 43 years old, and a
mom to William, 12 years old.

I live near Brussels.

My mother tongue is French and
I'm fluent in Dutch, English & Spanish.

When I want to empty my mind, I love
to travel, read, write, take or look at
pictures and make jigsaw puzzles.

With friends and family, I love
boardgames and good chats.

On a professional level, I have a
passion for people & words. I like to
match both in describing personalities
and organisations.

More generally, I love to translate
needs into ideas that provide meaning
and generate positive emotions.

I can therefore count on my human,
communication and strategic skills.

2003-2020

The Befimmo period

Leading Belgian Real Estate Investment Trust, specialized in
the office market. The team grew from 12 to 100 people.



1998-2002

Master in **Translation** from
English & Spanish
(magna cum laude)

2002-2004

Spanish teacher to students
in translation

After various operational functions, I became responsible for all
soft HR matters & the **strategic HR-thinking** for the company:

- Over 50 people recruited & hundreds of candidate meetings
- Over 30 hours training / people/ year organized
- Dozens of events organized
- Responsible for internal communication on a daily basis (set up of an intranet & communication screen)
- Uncounted hours of being a listening hear, a coach and a solution finder
- Introduction of collective intelligence and many collective projects set up together with the team

2021-...

The Freelance period

specializing in HR, coaching and written communication

I devote the second half of my professional life to both **HR, coaching and communication missions**.

- **2021**: recruiting a Back Office Manager for Butterfly & co
- **2021 & 2022**: Freelance recruiter at Fednot
- **2022**: Freelance recruiter for Archibald
- **2021-...:** HR strategic advice for Helexia Group + talents identification within the management team
- **2021-...:** translation & copywriting in the fields of psychosocial risks, HR, corporate, real estate, industry, e-learnings (& voice over)
- **2023-...:** Coaching & Training missions with Butterfly & CO

Trainings

- ✓ Master in Translation Magna cum Laude (2002)
- ✓ Certified SHL Psychometric and ability tests practitioner (2013)
- ✓ MBTI – level 1 & 2 certified practitioner (2016 en 2017)
- ✓ Shiftmaker level 1 & 2 by Butterfly (2020 & 2022)
- ✓ Enneagram - certified practitioner (2023)
- ✓ Various trainings in both soft and hard skills (communication, time management, speaking in public, recruitment techniques, Linked In...)

Skills

- ✓ HR Strategy
- ✓ Talent Management
- ✓ Recruitment
- ✓ Learning & Development
- ✓ Internal Communication
- ✓ Cultural & Organisational Transformation
- ✓ Team & Individual coaching & Training
- ✓ Practice of development tools (MBTI, Enneagram, Gallup Cliftonstrength)
- ✓ Collective intelligence
- ✓ Events
- ✓ Talented writer & translator into FR
- ✓ Excellent level of FR, NE, EN, ES
- ✓ **Authenticity, Fun, Professionalism & Transmission** as core values