

## Access to Experts



**Paul Marchand**  
VP Global Talent Acquisition  
PepsiCo

Paul Marchand leads overall external hiring and internal mobility for PepsiCo, a \$60B consumer packaged goods company with nearly 285,000 employees worldwide. The essence of this newly created role is center of excellence leadership of PepsiCo's Staffing function. Through ownership at the center and partnership with sectors, divisions and/or regions, Talent Acquisition COE provides staffing strategy as well as the development of tools, solutions, and external providers to enhance PepsiCo's position in the candidate marketplace. The Global TA function is comprised of three distinct work groups that function as a cohesive unit: Executive Recruitment, Professional Recruitment and Enterprise Recruitment Solutions. Prior to this role, Paul was the Head of HR, Division Vice President for the PepsiCo Foodservice Business, a nearly \$3B division of PepsiCo. In addition, Paul led the integration of the Frito Lay Foodservice & Vending division with the Pepsi-Cola Fountain Beverage Division to form "one" PepsiCo Foodservice Division. Prior to his role leading HR for PepsiCo Foodservice, Paul was the Director of HR for the Pepsi-Cola sales organization including Retail Sales, Foodservice Sales and PepsiCo Customer Team Sales. Paul re-joined PepsiCo in November of 2003 from Merrill Lynch where he was the Head of Global Staffing. While at Merrill, Paul was accountable for all external recruiting including search firm management, temporary staffing, internet recruiting and recruitment marketing. Paul also managed the internal mobility programs and participated on key project teams including the selection of a new global HRIS system.

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