

The City of Marseille chooses Sopra Group and its Pléiades solution for the transformation of its HR Information System

Paris, 19 November 2013 - Sopra Group, a major player in the European consulting, technological services and software publishing fields, has announced its partnership with the City of Marseille for the implementation of its Pléiades solution. The company will be involved with the redesign of the city council's HR Information System (HRIS). Sopra Group has been commissioned by France's second largest city on account of its expertise, its capacity to innovate, its ability to provide support in the development and transformation of public services, and its confirmed position as a leader within the Human Resources computerised management sector: all the fruit of 40 years of experience. Sopra Group's ambition is through Pléiades, to provide the City of Marseille with a management tool capable of restructuring the council's HR division.

The City of Marseille is looking for a unique, flexible and interdisciplinary Human Resources management tool, that is optimised to realise global functions (payroll management, career, working hours, job and competence planning, training, recruitment, medical and social monitoring etc.), which must be capable of integrating regulatory developments and that is adapted to suit the specific circumstances of a city council that employs more than 11,000 agents, carrying out more than 200 different jobs. In the long-term, the City's ambition is also to develop the organisational methods in place within the HR division and the associated processes.

Having issued a call for tenders, the proposal from Sopra Group was selected. Henri SOGLIUZZO, Deputy Director General of Services, responsible for Human Resources within the City of Marseille, explained: "The redesign of our HRIS is a major and defining strategic project for the city council, and we are delighted to have a unique partner, publisher and integrator such as Sopra Group on board to oversee the transition. Furthermore, Sopra Group has demonstrated its ability to understand the human and organisational challenges facing the city and to provide sound advice through interdisciplinary teams, whose ability to listen and teach we greatly appreciate".

Based on the Pléiades solution, Sopra Group's proposal consists of the design, deployment and maintenance of a strategic and operational management tool covering the entire scope of HR, as well as the realisation of 3 portals equipped with a user-friendly interface, aimed at the city's agents, experts and managers, which amounts to a total of 800 users. The most recent technologies (electronic safe, digital signature, EDM) are integrated into the solution, and data security is guaranteed.

Marie-Josée MARIOTTI and Yves RUSCONI, Deputy Directors of the HRD of the City of Marseille, added: "The HR management tool designed by Sopra Group provides structure to our profession. We are moving from a management software programme to a human resources management software programme, which, on top of everything else, creates genuine added value for us with regard to one aspect in particular: we can tailor our advice to suit the respective operational divisions, while reinforcing our proximity with agents. This is a key asset when managing multi-skill capabilities, implementing a job and competency planning system (Gestion Prévisionnelle des Emplois et des Compétences, GPEC), operating a tool that integrates time and activity management (Gestion des Temps et des Activités, GTA) and equipping a network of users in an optimised manner, which will ultimately enable us to improve the quality of the services that the city provides to its staff."

This major transformation project can be divided into 2 parts:

- Gradual implementation across the entire scope of HR, for which Sopra Group, publisher of the Pléiades solution, will also realise the functional and technical integration within the City of Marseille' Information System.
- The applicative maintenance of the solution, integrating legal monitoring and the associated developments. Sopra Group and the City of Marseille are undertaking a joint effort to anticipate and adapt to various developments (technical, technological, organisational...).

Véronique MONTAMAT, Board Member and HRD Marketing Manager at Sopra Group, concluded: "We are proud to have been chosen by the City of Marseille to bring about change through the realisation of this major project. This once again confirms the quality and the healthy reputation of our HR solution, in particular within the public sector, in which we are industry leaders, but also our ability to deliver expert services with high added value."

About the City of Marseille

Capital city of the department of Bouches-du-Rhône and the region of Provence-Alpes-Côte d'Azur, Marseille is the second largest city in France and is a major centre within the Mediterranean basin. The City of Marseilles employs 11,600 agents who serve the citizens by managing the community's affairs on a daily basis. Furthermore, since 2001 Marseilles has been part of the «Marseille Provence Metropolis Urban Community», which is comprised of more than one million residents.

About Sopra Group

Sopra Group is a leader in consulting, IT services and software development in Europe, providing assistance and guiding its clients to ensure the success of their complex transformation projects. With particular attention to business processes and information systems, combining industrial quality, high-performance services, added-value and innovation to the solutions it provides, Sopra Group is the partner of choice for large enterprises and organisations seeking the best usage of information technology to enhance their development and competitive edge. The Group generated a turnover of 1,217 billion euro in 2012 and today, employs over 16,000 people

Sopra Group (SOP) is listed on NYSE Euronext Paris (Compartment B) – ISIN code: FR0000050809.

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