

# **ESM appoints Laurence Ravat as Head of Human Resources and Organisation**



(Luxembourg) – The European Stability Mechanism (ESM) has appointed Laurence Ravat as Head of Human Resources and Organisation as of 16 September 2025.

Ms Ravat is a senior HR executive who has held several HR leadership roles, including at the Organisation for Economic Co-operation and Development (OECD), the Asian Development Bank (ADB), and the Bank for International Settlements (BIS). Her core areas of expertise include change management, talent development, and culture transformation.

She has most recently served as Deputy Head of Human Resources at the BIS in Basel, where she led numerous initiatives to enhance the Bank's talent development programs and spearheaded key initiatives to modernize HR.

“I am delighted that Laurence Ravat will soon be our new Head of Human Resources and Organisation. She comes with a wealth of experience gathered in several prestigious organisations. Her expertise and international background will be precious at the ESM, an international and diverse institution that serves the euro area” said ESM Managing Director Pierre Gramegna.

A French national, she holds a Master’s degree in Communication from Stanford University, a Master’s degree in Communications from Paris Sorbonne, and a Bachelor’s degree in Economics from Paris Dauphine. She also holds an International Coaching Federation (ICF) coach certification and is currently enrolled in the Wharton Chief Human Resources Officer (CHRO) Programme.

## Contacts



### [Cédric Crelo](#)

Head of Communications and Chief Spokesperson

+352 260 962 205

[c.crelo@esm.europa.eu](mailto:c.crelo@esm.europa.eu)



### [Anabela Reis](#)

Deputy Head of Communications and Deputy Chief Spokesperson

+352 260 962 551

[a.reis@esm.europa.eu](mailto:a.reis@esm.europa.eu)



### [Juliana Dahl](#)

Principal Speechwriter and Principal Spokesperson

+352 260 962 654

[j.dahl@esm.europa.eu](mailto:j.dahl@esm.europa.eu)