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Measurable Results. Leadership Impact.

Judith Scimone

Former SVP, Global Head of People & Culture
Sanofi Specialty Care Business (NASDAQ: SNY)

Former Chief Human Resources Officer
Acadia Healthcare (NASDAQ: ACHC)

Former Chief Talent Officer
MetLife (NYSE: MET)



Judith Scimone is an executive advisor and former C-suite leader who helps senior leaders make consequential decisions, navigate complexity, and build organizations that deliver results. An engineer by training and a business executive by experience, she has served as a CHRO and Chief Talent Officer, combining analytical rigor, commercial perspective, and deep expertise in leadership, talent, and organizational transformation. She has held significant global leadership roles in organizations spanning healthcare, technology, insurance, and financial services including Sanofi (NASDAQ: SNY), Acadia Healthcare Company Inc. (NASDAQ: ACHC), MetLife (NYSE: MET), Johnson & Johnson (NYSE: JNJ), Google (NASDAQ: GOOG), and JPMorgan Chase (NYSE: JPM).

Scimone is recognized for her ability to rapidly and accurately assess leadership talent—understanding both individual capabilities and potential, and the environments in which leaders will thrive or struggle. As an ExCo mentor, Scimone's ability to bring clarity to complexity, see connections others may miss, and translate ambition into organizational capability helps organizations make better leadership decisions and executives become more effective.

Most recently, Scimone served as Senior Vice President and Global Head of People & Culture for Sanofi's Specialty Care business, a €25 billion business spanning multiple therapeutic areas and global markets. As a member of the Specialty Care and People & Culture leadership teams, she advised senior executives on business strategy, organizational transformation, leadership succession, and building the capabilities required to deliver growth.

As Chief Human Resources Officer of Acadia Healthcare, Scimone led the development and activation of a three-year HR roadmap with a focus on strengthening employee engagement, retention, talent acquisition, and people development efforts. Scimone also redesigned and implemented a new HR operating model to deliver tangible business value.

Previously at MetLife, Scimone served as Chief Talent Officer and as Senior Vice President, Human Resources, U.S. Business & Global Functions. Scimone held global responsibility for talent attraction and development, talent assessment and mobility, leadership succession, organizational development, and performance management. While there, Scimone drove the full breadth of talent and organizational development across the company's workforce and oversaw the shaping of HR solutions by leveraging data, science, and technology.

Earlier in her career, Scimone served in various People and Talent leadership roles, including Head of Supply Chain HR for North America & Latin America at Johnson & Johnson, Head of Talent Management at Google, as well as senior HR roles at Motorola, Bank of America and JPMorgan Chase. She began her career as a mechanical engineer at General Electric.

Scimone earned an MBA from the Yale School of Management and a B.S. in Mechanical Engineering with a minor in Mathematics from Carnegie Mellon University. In her free time, she can usually be found writing, reading, cooking, or traveling—taking every opportunity to learn, discover, or create something new. A native New Yorker who has also lived in Asia and Latin America, Scimone now resides in New Jersey with her husband and their beloved pup.

> *Perspective is everything – there's value to it, but I can't tell you how powerful it is to talk to someone who understands the lay of the land. Judith can look at all these things I'm up against and understand the industry. She asks the right questions.*
>
> *– Director of Recruitment, Non-Profit Organization*