

HUGO PANIS



Graduated with a master's degree in digital communication, I am currently working as internal communication manager at Thales Group. My background in computer science has strengthened my analytical skills and ability to navigate complex technical environments. Driven by curiosity, my passion for theme parks, combined with an analytical mindset and interest in technology, enriches my perspective and fuels creativity and critical thinking — a drive I now aim to channel into the growth and innovation of the leisure industry.

WORK EXPERIENCES

INTERNAL COMMUNICATION MANAGER | SINCE 2021

THALES (Defence systems) - South of France

Promoted after two years of apprenticeship in Gemenos, now leading internal communication for the Southern Region (Sophia Antipolis & Gemenos sites) covering ~2,000 employees.

- Planning and delivering over 50 internal events per year, reinforcing employee engagement and visibility of strategic initiatives.
- Coordinating national internal communication on Innovation, Digital & AI topics, engaging ~8,000 employees and promoting cross-regional knowledge sharing.
- Managing the communication plan for the major renovation and redevelopment of the Sophia site, a decade-long project.
- Managing communication for the relocation from Aubagne to the new Gemenos site, including overseeing construction, renovation, and site preparation.
- Preparing and executing the inauguration of the new Gemenos site, hosting 100 VIP guests (Navy, clients, institutional & political stakeholders) and organizing an open day for 1,500 attendees.
- Designing new visitor tours for both sites and acting as speaker to present activities, products, and challenges to clients and institutional partners.
- Delivering daily internal communication across multiple channels, including corporate message rollouts, multimedia content creation (articles, videos, visuals), and engagement campaigns.
- Supervising and mentoring two apprentices, one on each site.

DIGITAL COMMUNICATION INTERNSHIP | 2021 for 3 months

WE ARE CONTENT(S) (video production) - Marseille, France

- Developing and optimizing a WordPress website
- Developing engaging content for the website
- Promoting the website through various digital marketing channels

COMMUNICATION INTERNSHIP | 2021 for 3 months

Talent (influence agency) - Marseille, France

- Developing and maintaining talents and partners address book
- Contributing to the development of artistic projects
- Assisting the manager in organizing and managing projects

WEB DEVELOPMENT INTERNSHIP | 2020 for 4 months

iSoluce (web development) - Marseille, France

- Executing server-side and client-side programming tasks
- Managing databases effectively
- Ensuring the maintainability of company services

EDUCATION

MASTER DEGREE IN DIGITAL COMMUNICATION

European Communication School | 2021 - 2023
Marseille, France

BACHELOR DEGREE IN COMMUNICATION

European Communication School | 2020 - 2021
Marseille, France

TWO YEARS DEGREE IN COMPUTER SCIENCE

Institut Universitaire de Technologie | 2018 - 2020
Aix-en-Provence, France

HIGHSCOOL DIPLOMA, SCIENTIFIC OPTION

Lycée du Rempart | 2018
Marseille, France

HARD SKILLS

- Communication strategy
- Project management
- Creative strategy
- Web development

SOFT SKILLS

- Curiosity
- Teamwork and autonomy
- Creativity
- Analytical mind

I.T. SKILLS

- Adobe suite (Photoshop, Illustrator, InDesign, Premiere Pro)
- Github, VS Code, and other development tools
- Project management tools

LANGUAGES

- English – Upper-Intermediate
- French – Native
- Spanish – Elementary

HOBBIES

- Theme parks
- Architecture, design
- Sport (tennis, swimming)
- Music (drumming)