



CAMILLA ARNTSEN

GLOBAL STRATEGIC HR EXECUTIVE | I/O PSYCHOLOGIST | MBA IN FINANCE
LEADERSHIP ASSESSMENT & DEVELOPMENT CONSULTANT

Global Strategic HR Executive and I/O Psychologist with 15+ years of international experience across leadership assessment, talent, culture and organisational development. Combines psychological insight with commercial acumen to help organisations strengthen leadership capability, improve talent decisions and support business performance. Trusted advisor to senior and executive teams in complex, international organisations.

CONTACT

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SKILLS

Business & HR Strategy
Executive Leadership
Financial & Commercial Acumen
Organisational Development
Talent & Leadership Development
Coaching & Assessment
People Analytics & Insights
Project & Change Management
Culture & Engagement Strategy

EDUCATION

MBA, specialised in Finance
Heriot-Watt University, 2014; finance specialisation 2020

Cand.Psychol. (Psychologist)
University of Bergen, 2002–2009

CERTIFICATIONS

Advanced Strategy Class, PepsiCo
Accelerated Leadership Program, PepsiCo
Hogan Assessments, Assessio
OPQ Personality Assessment, SHL
LINC Personality Profiler, LINC

EXPERIENCE

Achieve CTC | Founder & Director

2025–Present

Advises organisations on talent strategy, leadership development, assessment, coaching and organisational change.

Element | VP Talent & Learning

2023–2025

Led the global talent and learning agenda in a PE-backed TIC organisation, strengthening leadership development, talent practices and learning across the business.

PepsiCo Europe | Director Talent Acquisition

2023

Led regional talent acquisition strategy across Europe, strengthening recruitment processes, employer brand and hiring effectiveness.

PepsiCo UK&I | Director Talent & Culture

2020–2023

Led talent, culture, engagement, people analytics, leadership assessment, development and recruitment for the UK & Ireland business.

PepsiCo Europe | Head of Assessment & Development

2016–2020

Owned leadership assessment, development and succession strategy across Europe, partnering with senior leaders on talent decisions, assessment and development planning.

Accelerate | Senior Advisor

2015–2016

Supported clients with system implementation, process improvement and change management.

Equinor | Senior Consultant

2011–2014

Held global responsibility for leadership assessment solutions and delivered talent development and transformation projects.

Private Medical Clinics | Psychologist & Coach

2010–2016

Provided psychological support and coaching to private clients and athletes.

Stavanger University Hospital | Psychologist

2009–2011

Conducted psychological assessment and treatment in clinical settings.