



HR Manager International professional experience since 20 years.
Focus: Harmonization of processes and organizational structure, international recruitment, integration of post- and pre mergers, HR IT systems.

Five languages fluent – operational and strategical experiences in APAC, EMEA, USA and UAE.

KEY COMPETENCIES

HARMONIZATION OF PROCESSES AND ORGANISATIONAL STRUCTURE

- Building, developing and leading of HR Teams
- Policies (Contracts, Compensation & Benefits)
- Leading international cultural workshops
- Cooperation with international experienced legal companies

INTERNATIONAL RECRUITMENT

- Market-Intelligence and local network
- Research, Identifying and selection of candidates on all levels (incl. Executive Search)
- Contract negotiations, -Finalization and Onboarding

POST- AND PRE-MERGER-INTEGRATION

- Due Dilligence and Human Capital-Measurement
- Policies (Contracts, Compensation & Benefits)
- Culture Change
- Enabling-Workshops
- Resizing

HR IT-SYSTEMS

- Implementation and Integration of HR ITSystems
- Systems: SAP, HRIS, PeopleSoft, Workday, SuccessFactors, ESS
- Bridge building between technical and human being's aspects

PROJECTS

2013/2014 12 months		Director HR International	■ ■ ■ ■
2012/2013 8 months		Vice President HR International	■ ■ ■ ■
2010/2012 21 months		Head of HR Europe & Brazil	■ ■ ■ ■
2006/2012 18 months		Head of Recruitm. & Pers. Developm.	■ ■ ■ ■
2010 9 months		Head of HR International	■ ■ ■ ■
2009 6 months		HR Director EMEA	■ ■ ■
2008/2009 17 months		HR General-Manager EMEA/USA	■ ■ ■ ■
2008 3 months		Vice President HR Recruitment	■ ■ ■ ■
2006/2007 19 months		HR Manager	■ ■ ■ ■
2004/2005 12 months		Vice President HR Global	■ ■ ■ ■