



Key Competencies:

- **HR Leadership / Negotiator**
 - HR Leadership Roles Interim
 - Employee relations
 - Chief Negotiator
 - Restructure / Transformation/ Company closure
 - Company transfer processes
 - Workers council negotiation /Union relations
- **Integration**
 - M & A processes
 - Due Diligence / HR processes
 - Integration of new businesses
 - Employee relations / company agreements
 - Communication
 - Talent Management
- **Tools & HR IS**
 - HR Tools Implementation (time tracking, workforce planning, payroll) and related processes
 - Payroll & processes

PROFESSIONAL EXPERIENCE

since 02/2010 Managing Director joka HR Services Human Resources
www.joka-hr.de
Cologne, Germany

Project examples:

- 2021-2023 – **Chief negotiator / HR Project lead** - to lead the HR Workstream in a **plant closure** in Germany/nearby Berlin (tier 1 automotive) and transfer the knowledge and production to sister plants in Poland and China. Social Plan and Balance of Interest negotiation with works council and Union IG Metall (2021) and execution of terminations in 5 waves (2022-2024).
- 2020-2023 = **Chief negotiator** for the employer side in a **collective bargaining negotiation** – Glass industry with IGBCE Union.
- 2020-2021 = **HR Director Germany** (Interim) in an industrial trading company in Halle/Westfalen (800 employees in Germany), workers council negotiations, staff reduction, social plan negotiation.
- 2019 = **HR Expert / Negotiator** within an Integration of a carved-out business unit into a global US company, tools & processes, works council involvement (600 employees in Germany, automotive tier 1 supplier).
- 2018 = **HR Project Lead Carve out activities & Transformation**, several carve out activities, Due diligence



- support during a transformation phase, workers council involvement in an international global industrial company (700 employees in Germany, automotive tier 1 supplier).
- 2018 = HR Project Lead - Implementation of a new **time tracking and workforce planning** system in a technology corporation with 6 sites in Germany.
 - 2017 = **Acting Plant Manager** / Chief negotiator (Norwegian automotive tier 1 supplier) to lead the **company closure in Germany** and transfer the knowledge and production to a sister plant in Slovakia. Ensuring daily shipments to OEM customers. **Leading Operations, Procurement, Sales & Customer Management, Transfer** and the company closure, incl. social plan (negotiation with works council and Union IG Metall).
 - 2014-2016 = Project Lead **Integration (M&A) & Restructuring, 2 plant closures and partial closures of German sites of an English / American company**. Integration into existing structures, partly automotive (Tier 1 supplier), negotiations with the works council/Union IG Metall.
 - 2012-2014 = Project Lead **Integration (M&A) Interim HR Manager** in an international global industrial company (120 employees) - **integration after merger / acquisition, restructuring, negotiations with works council and union**.
 - 2012 = Support the worldwide roll-out of a **Bonus system / Performance System** in a global German industrial company with entities in 50 countries.
 - 2011-2013 = **Workers council negotiations & Transformation** for a global supply chain company / Helathcare in Germany
 - 2011-2012 = **Set up new German business** for a global telecommunication company
 - 2010-2011 = **Outsourcing and Restructuring** of several departments in a worldwide Logistics Company (2500 employees in Germany)
 - 2010 = **HR Transformation Analysis** in a German industrial cooperation with a multinational background (Portuguese parent company). Goal was the centralization or outsourcing of the HR department in the 5 branches in Germany to increase efficiency (1800 employees in Germany)
 - 2010 = **Payroll analysis Europe** (Germany, UK, France and 12 other countries) for a global **Insurance** company. Goal was the centralization of the department in one hub in Europe. (app. 1000 employees in Europe)

05/2009 -01/2010

Senior HR Manager Central Europe Human Resources
Russia, Poland, Czech, Hungary, Slovakia, Germany Switzerland
Austria (appr. 450 employees)



www.electronic-arts.de
Electronic Arts GmbH in Cologne, Germany

- HR Business Partner for the **Management** and member of the **European HR Leadership Team**
- **Managing** the HR Team with up to **6 direct & indirect reports**
- Responsible for all HR issues, mainly:
- **Strategic** HR decisions and plans
- **Restructuring** (2 main projects of redundancies and organizational restructuring)
- Responsible for **Planning (Budget and Headcounts)**
- **Performance** Management, Human Resources Development, **Management Coaching**
- Training & Development, **Leadership** competencies, Talent Planning, **Succession** Planning
- Act in **discussion** as a **coach, conducting discussions**
- **Labour law issues, workers council**
- Partner for **HR Europe & International projects**
- *Extra Projects: Office closures, restructuring and redundancies, creating structure in the new region, local learning & development in the region, European projects, navigate the process of implementing a workers council from the employer side*

10/2007 -04/2009

Senior HR Manager Human Resources
Germany Switzerland Austria (appr. 350 employees)
www.electronic-arts.de
Electronic Arts GmbH in Cologne, Germany

- HR Business Partner for the **Management** and member of the **European HR Leadership Team**
- **Managing** the HR Team with **5 direct & indirect reports**
- Responsible for all HR issues, mainly:
- **Strategic** HR decisions and plans
- **Restructuring** (2 main projects of redundancies and organizational restructuring)
- Responsible for **Planning (Budget and Headcounts)**
- **Performance** Management, Human Resources Development, **Management Coaching**
- Training & Development, **Leadership** competencies, Talent Planning, **Succession** Planning
- Act in **discussion** as a **coach, conducting discussions**
- **Labour law issues**
- Landmark decisions in tax and social insurance, supervising the payroll
- *Extra Projects: Restructure projects, Lay -offs, European harmonization strategies, implementing local learning & development in the region*



10/2005 -09/2007

HR - Advisor Human Resources
Germany Austria (appr. 200 employees)
www.electronic-arts.de
Electronic Arts GmbH in Cologne, Germany

- **Substitute** for the HR Manager
- **Full responsibility for the complete Recruiting for all positions**
- **Performance Management, Human Resources Development**
- **Administrative Support for all employees**
- Act in **discussion** as a **coach, conducting discussions**
- Support in **Planning (Budget and Headcounts)**
- Support for **HR projects**
- **Leaver support** (interviews regarding the reasons for leaving, writing references)
- **Supervising the payroll** regarding general tax or social insurance matters and having an overview over the daily work
- *Extra Projects: building a modern HR Structure in Germany, implementing payroll internally (ADP), implementing HR planning and control*

09/2004 – 09/2005

Professional for International Assignment Services /**Human Resources Solutions**
www.deloitte.com
Deloitte & Touche GmbH in Düsseldorf, Germany

- **Tax and social insurance advice for expatriates (inbound & outbound)** in international companies
- **Expertise** regarding general tax or social insurance matters
- **Reviewing employment contracts and relocation policies**
- **Implementing expatriate systems** for international companies
- *Extra Projects: building expatriate systems, advices*

05/2001 – 06/2004

Experienced Payroll Accountant/Human Resources– Part time during my studies
www.bcg.de
The Boston Consulting Group GmbH in Düsseldorf, Germany

- **Payroll advisory service and administration service for about 1300 employees**
- **Implementing** several **Compensations & Benefit** Projects
- Intensive Cooperation with the departments **Career Development** and **Recruiting**

01/1998 – 02/2001

HR Generalist
Sachtleben Chemie GmbH, today Venator
<https://www.venatorcorp.com/>
in Duisburg, Germany



- Full responsibility for **staff planning (Headcount)** and **budgeting**
- **Payroll advisory service for about 350 employees**
- **Implementing** several **Compensations & Benefit** Projects
- Intensive cooperation with the **workers council/union**
- **Tariff handling**
- **Recruiting**
- **Projects**
- **Human Resource Development**
- *Extra Projects: building a modern HR Structure, implementing new payroll (HRIS system (from Paisy up to SAP HR), creating Business Units, implementing HR planning and control*

Education

- 10/2007 – 05/2008 Certification **Thomas International** /Thomas System:
Business Assessment Tools
- 04/2000 – 08/2004 **University studies: Economics** with the main subjects
Human Resources, Tax and Macroeconomics
(international economic relations)
Diploma / Master degree in economics
at the University Essen, Germany
- 03/2003 – 04/2003 **Internship** with Yokogawa Corporation of America
www.yokogawa.com/us/
in **Phoenix, Arizona/USA**
- 09/1995 – 01/1998 **Apprenticeship: clerk in an industrial company with the
main part in Human Resources**
Sachtleben Chemie GmbH, today Venator
Duisburg, Germany
- 1995 High School Diploma, **general qualification for university
entrance**

Language & technical competencies

- **German**: native / **English**: fluent (C2)
- PC: **MS-Office, various HR systems and tools**