

Projekt | Portfolio

Carl Remigius Fresenius Education Group

June 2025 – today

Cologne

Consultant Compensation & Benefits

Development of a complete C&B infrastructure including introduction of a job evaluation system (Gradar), development of a remuneration guideline, negotiation of necessary shop agreements and design of various C&B components.

Kandelium (Chemical Industry, formerly part of Solvay)

Januar 2025 – Juni 2025

Bad Hönningen

Consultant Restrukturierung

Strategic and operational support during a transformation to a new organizational structure and reduction of approx. 20% of the workforce. Design of early retirement solutions and negotiations regarding voluntary program, reconciliation of interests and social plan

Mitrelli

Juli 2024 – Dezember 2024

Zurich / Tel Aviv

Consultant Compensation & Benefits

(3 - 4 days/ week)

Introduction of an analytical job evaluation system (Gradar) for the national companies in Israel, Switzerland and Portugal. In addition, development of a remuneration system for Angola, including immediate measures in the face of an inflation rate of over 20% in the country.

AVRAMAR

Mai 2024 – June 2024

Athens

Consultant Compensation & Benefits

(1 - 2 days / week)

Development of new bonus schemes for the entire management workforce in the company.

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Onyx Power

January 2022 – March 2024

Berlin / Zolling

Head of HR

Head of HR at Onyx Power, a company with 4 coal-fired power plants in Germany and the Netherlands. Head of the HR department with 15 employees. Digitalization of HR processes and development of a new remuneration system for non tariff employees. Reorganization of the finance department and development of a project organization for new business areas.

VNG AG Leipzig

January 2021 – December 2021

Leipzig

Head of Personnel and Organizational Development / Head of HR

Establishment of the HR and organizational development departments with 4 employees, introduction of an HR system (rex systems) for the entire HR department and assumption of overall responsibility for HR after the head left the company at short notice.

Progroup AG

March 2020 – December 2020

Eisenhüttenstadt / Magdeburg

Plant Personnel Manager

(3 – 4 days/ week)

Head of HR for two paper mills in eastern Germany. Introduction of new employment contracts for all employees. New appointments to the management team (approx. 80% replacement).

Hutchinson Aerospace

May 2020 – December 2020

Altenburg

HR Consultant

(1 – 2 days / week)

Restructuring at a supplier in the aircraft industry. Reduction of approx. 35% of the workforce via reconciliation of interests and social plan.

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GVL – Gesellschaft zur Verwertung von Leistungsschutzrechten

November 2019 – March 2020

Berlin

Interim Head of HR

Head of Human Resources at a non-profit organization in Berlin. Bridging a vacancy due to a long-term illness of the HR manager.

Berry Global

April 2017 – October 2019

Aschersleben

Interim Head of HR – EMEA Region

Interim Head of HR EMEA for a US company in the supplier industry. Partial downsizing and intensive cooperation with works councils and IG Metall. Successful restructuring, conclusion of a company collective agreement and introduction of a 5-shift model.

Signal Iduna

April 2016 – December 2016

Hamburg / Dortmund

HR Consultant

Harmonization and standardization of HR processes in preparation for a digitalization strategy at a major insurance company. Management of the selection of an HR software solution (successfactors) and introduction of additional software as part of a digital personnel file.

Grob Werke

July 2015 – March 2016

Mindelheim in Allgäu

HR Consultant – HCM

Implementation and stabilization of SAP HCM at a medium-sized company in the mechanical engineering sector. Management of payroll accounting and coordination of project activities as part of the SAP HCM implementation.

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Takeda (formerly Shire)

June 2014 – May 2015

Berlin

Interim Head of HR – DACH Region

Head of HR-DACH Region for a global pharmaceutical company. Management of the HR department and day-to-day operations for around 200 employees. Implementation of various restructurings and introduction of several IT programs (SAP, CRM, workday).

ThyssenKrupp Elevator

March 2012 – March 2014

Essen

Global Head of HR / Head of Global C&B

Global Head of HR for an elevator company (Dax 30). Head of the HR department for around 50,000 employees worldwide. Supporting a reorganization of the entire organizational structure worldwide. Supporting growth plans worldwide, especially in key markets such as China and Brazil.

Mann + Hummel

January 2011 – December 2011

Bad Harzburg / Sonneberg

Interim Plant Personnel Manager

Support of a Tier 1 automotive supplier in recruitment, compensation & benefits, employer branding, and health management as HR manager.

Consultant – Restructuring

Planning and implementation of a restructuring (staff reduction of around 30% of the workforce) for a Tier 1 automotive supplier in Germany. The project was implemented in 4 months (social plan, regulations for partial retirement, reconciliation of interests, transfer company, outplacement, etc.). Operating EBIT margin was increased from -8% to +4% within 10 months.