

# Joachim Buechsenschuetz

## Human Resources Interim Manager & Consultant

Attorney  
Focus labour law

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**DDIM.**

Dachgesellschaft Deutsches  
Interim Management e.V.

Manager Member of DDIM  
Responsible Manager for Region Rhein/Ruhr  
Responsible Manager HR Professional Group



**DGFP**

DEUTSCHE GESELLSCHAFT  
FÜR PERSONALFÜHRUNG E. V.

DGFP quality tested HR Interim Manager



Partner of High Professionals

## SUMMARY

### Profile

- » Interim HR Manager and HR Consultant since 2005
- » Prior to that extensive management responsibility as human resources manager in various industries
- » three decades expertise in strategic, conceptual and operational HR Management
- » Expert for works council and co-determination
- » Extensive experience in international corporations and mid-sized / owner-managed companies

### Focus Areas

- » crisis-proven takeover of HR management functions in complex, special situations and vacancies
- » High implementation experience in restructuring and change processes i.e. M&A, Post Merger Integration, Insolvency
- » Constructive management of de-escalation with the works council
- » Pragmatic expert for collective labour law
  - Due Diligence / Transfer of undertakings
  - Reconciliation of interest & social plans
  - Preparation of company agreements and fundamental labor law topics
- » Monitoring of business processes of the HR organisation
- » Mentoring of executives, especially in HR

### Industries



Automotive



Services



Trade & Logistics



IT



Chemical & Health Care Products



Energy Supplier



Real Estate



FMCG

### Publications

- » „Ernstfall Betriebsrat?“ – Zweiteiliger Artikel über deeskalierendes Management (Schnellbrief für Personal und Arbeitsrecht, Beck Verlag, Juni/2018)
- » „Ernstfall Betriebsrat?“ – 5 Tipps für eine konstruktive Zusammenarbeit (GmbH Chef, 09/ 2013)
- » „Personalchef auf Abruf“ – Artikel über ein HR Interim Mandat (Personalwirtschaft 12/2009)
- » „Organisation des Personalmanagements“ – Co-Autor (Praxishandbuch DGFP 2007)

current	<b>Nationwide health insurance</b> HR Interim Manager - development of HR department (Business Partner Model) after reorganization
2018	<b>Faurecia Innenraumsysteme GmbH, Köln, Saarlouis, Peine (Global Automotive Supplier)</b>
-	HR Interim Manager in charge for a restructuring project
2019	<ul style="list-style-type: none"> <li>• HR responsibility for the successful implementation of an operational transfer in a plant as well as for further restructuring projects at the other sites</li> <li>• Responsible control and optimization of cooperation with works councils</li> </ul>
2018	<b>TX Logistik AG, Troisdorf (Freight Operator Railway)</b>
-	HR Interim Manager to reorganize the HR Department
-	<ul style="list-style-type: none"> <li>• Stabilisation and modernisation of the HR area</li> <li>• Reorganisation and effective business process management</li> <li>• HR Supervision of a restructuring project, control of lean admin processes in the context of a new structure and process organisation</li> </ul>
2016	<b>Thyssengas GmbH, Dortmund (Supplier of Natural Gas)</b>
-	HR Interim Manager to set up and reorganise the HR Department
-	<ul style="list-style-type: none"> <li>• Management and structural expansion of the HR area</li> <li>• Responsibility of the HR topics (due diligence process) for corporate sales</li> </ul>
2018	<ul style="list-style-type: none"> <li>• Conception, construction and implementation of a comprehensive strategic HR development</li> <li>• Establishment of knowledge management and succession planning in the context of demography challenges</li> <li>• Systematic development process of corporate culture</li> </ul>
2016	<b>Citec Engineering &amp; Information GmbH, München, Kassel</b>
-	HR Interim Expert
2017	Mentoring the HR Manager to setup a new HR Organisation
2015 -	<b>HR Interim Expert Hitachi Data Systems (IT)</b>
2016	Mentoring the HR team to an effective cooperation with newly-established works council
2014	<b>Douwe Egberts (Fast Moving Consumer Goods)</b>
-	HR Interim Manager in charge for the Coffee Joint Venture Douwe Egberts / Mondelez
-	<ul style="list-style-type: none"> <li>• Integration of the german location in the future headquarter</li> </ul>
2015	<ul style="list-style-type: none"> <li>• Implementation of international organisations and headcount targets in Germany</li> <li>• Responsible for all implementation measures of site closure, as mass layoff, negotiations with works council, labour litigation, etc.</li> </ul>
2013	<b>Magna (Automotive)</b>
-	HR Interim Manager in charge for a restructuring project
-	<ul style="list-style-type: none"> <li>• HR management and HR responsibility for closure of a plant, for transfers of operations and for construction of a plant</li> </ul>
2014	<ul style="list-style-type: none"> <li>• Responsible for all implementation measures of site closure, as mass layoff, negotiations with works council, labour litigation, etc.</li> </ul>
2013	<b>German Chemical Company</b>
-	HR Project Interim Manager
2013	<ul style="list-style-type: none"> <li>• Consulting of transfer of operations</li> <li>• Clarifying and harmonising of policy issues and labor law e.g. collective and company agreement</li> <li>• Collaboration with works council</li> </ul>
2012	<b>LyondellBasell Frankfurt (International Chemical Company)</b>
-	HR Project Interim Manager
2013	<ul style="list-style-type: none"> <li>• Responsible for a restructuring projekt</li> <li>• Collaboration with works council due to social plan and reconciliation of interests</li> </ul>

- 2010 **crenox GmbH i. L., Krefeld**  
- Production and Sales of Titanium Dioxide  
2012 HR Interim Manager during an insolvency
- Maintaining daily HR functions
  - Implementing all necessary structural measures
  - Collaboration with works council
- 2010 **Computacenter Germany, Kerpen**  
Informationstechnology  
- HR Consultant  
2012
- Managing the integration of the (first time elected) works council
  - HR know-how management to ensure worker participation
  - Conception and introduction of new HR processes
  - Collective labour law training for all managers
  - Collaboration with works councils
- 2010 **Rentokil Initial GmbH, Düsseldorf**  
- HR Consultant  
2011
- Newplacement Consulting
  - Application Training
- 2009 **Coty Germany, Fast Moving Consumer Goods, Mainz**  
- Human Resources Interim Management  
2009
- Assumption and advancement of strategic and functional HR
  - Collaboration with works councils
  - Monitored reorganisation and merger
- 2009 **trinkgut Deutsche Getränkeholding, Krefeld**  
- HR project management  
2011
- Consulting and mentoring of HR and line manager
- 2008 **WBM Wohnungsbaugesellschaft, Berlin**  
- HR project management  
2011
- Consulting and mentoring of HR and line manager
  - Conception and implementation of staff appraisal
- 2006 **Tronox Pigments, Titandioxid, Krefeld**  
Production and sales of titanium dioxide  
- Human Resources Projects and Interim Management
- Optimisation of business processes and quality management in HR
- 2008
- Advising the american General Manager in German labor law / processes
  - Change management during (not conducting) factory sale
  - Collaboration with works council
  - Selection and integration of the new HR Manager
- 2006 **GABA (ColgatePalmolive Group), Lörrach**  
Consumer Goods (aronal®, elmex®, meridol®)  
- Human Resources Interim Management
- Restructuring of processes after company acquisition
- 2007
- Implementation of HR corporate systems
  - Senior partner for top management
  - Collaboration with works council
  - Recruitment and integration of the new HR Director

- 2005 **AOK Systems, IT Systemhaus, Troisdorf**  
Software Development for Health-Care Market  
- Human Resources Interim Management
- Managing daily operations HR
- 2006
- Optimisation of business processes and quality management in HR
  - Developing the HR Manager as successor
  - Collaboration with Works Council
  - Conception and implementation of employee surveys
- 2005 **Procter & Gamble Prestige Products, Köln**  
Fast Moving Consumer Goods  
Human Resources Interim Management, 2,800 employees
- Restructuring of processes after company acquisition
  - Change management processes
  - Adjustment and implementation of required structural measures
  - Collaboration with Works Councils
  - Conception und implementation of social severences and reconciliation of interests as well as required personnel measures
  - Restructuring of HR Department

***Professional Experience:***

- 2002 - **Cosmopolitan Cosmetics, Köln**  
2005 Head of Human Resources, Procure
- 1999 – **Deutscher Herold Versicherungsgruppe der Deutschen Bank, Bonn**  
2002 Head of Human Resources, Procure
- 1995 - **Bonndata, IT (Subsidiary of Deutscher Herold, Bonn)**  
1999 Head of Human Resources
- 1994 - **Walbusch Walter Busch GmbH, Solingen**  
1995 Head of Human Resources
- 1990 - **Hermes Versand Service (Otto-Konzern), Hamburg**  
1994 Human Resources Manager
- 1989 – **Hoffmann Gaststättenbetriebe München, Nürnberg, Baden-Baden**  
1990 (Catering industry) Management Trainee

***Education and training:***

- 1985 – Practical stage of legal training, Germany and Luxembourg  
1988 2<sup>nd</sup> Part of State Law Examinations
- 1979 – Study of law at Philipps University in Marburg  
1985 1<sup>st</sup> Part of State Law Examinations