

Heinz-Joachim Osenberg

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Career Profile

HR Leader with resilience and over 20 years' track records and with experience in various industries: IT, cyber security, consulting, plant construction, further vocational training and certification industry. Strong in the strategic and operational alignment of HR organizations, structures and processes as well as employer branding strategies in connection with organizational changes and personnel development. Characterized by a high level of self-motivation business attitude and a hands-on mentality.

Member of DDIM (Dachgesellschaft Deutsches Interim Management e.V.)

DDIM.
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Interim Management e.V.

Professional Experience

- May 2019 – Present **HR Interim Manager**
Heinz-Joachim Osenberg HR Interim Management
 Member of DDIM (Dachgesellschaft Deutsches Interim Management e.V.)
- Jan 2010 – Apr 2019 **Human Resources Director**
TÜV Rheinland, HR responsibility for Business Streams 'Academy & Lifecare and ICT Business Solutions'.
Structural Projects: Merger of companies into TÜV companies incl. change process, post-merger integration.
Compensation Systems: New development of a market-flexible remuneration system with a range (the employer can act freely within lower and upper limits) including a clear classification system with associated job descriptions. Development and establishment of a profit-sharing scheme for employees and a target agreement system as well as the new development of a monthly-based commission system for sales.
HR Development: Development and implementation of a modular management development series based on a modern competence model. Improvement of the corporate culture through various programs (Open Office and HR Development programs).
Recruiting: Implementation of an employer branding and successful recruitment of specialists in the areas of health care, consulting and cyber security as well as the introduction of an employee recruiting program.
IT Systems: Introduction of SAP eTime, SAP Travel Management, preparation for SAP SuccessFactors.
- June 2006 – Dec 2019 **Head of Human Resources**
Schmack Biogas AG,
 Establishment of a human resources system with adjustments to all HR processes.

- HR Development:** Development and implementation of personnel development modules for site managers, planning engineers and managers.
- Crisis Management:** Project management from March 2008 with the aim of generating 3.4 million euros in savings for 2008.
- Oct 2001 – Mar 2006 **Head of Human Resources**
- Arxes NCC AG**
- Implementation of a serious corporate decision** (closure of hardware business): financial analysis, development of communication guidelines and on-site closures of three branch offices. Closure of the main site in Aachen including a social plan and reconciliation of interests. Subsequent operational transfers of the remaining branches to one company.
- HR Development:** Maintaining and qualifying the management team and employees to the new business model. Establishment of a support group alongside the management group: these two groups were regarded as multipliers for the further development of the company. Introduction of a role-positioning concept and special qualifications in sales.
- May 1998 – Sept 2001 **Head of Personnel Marketing and Personnel Administration**
- Heyde AG**
- Recruiting:** Growth from 328 to 1200 employees in the AG and additional 1200 employees worldwide through company acquisitions. Development of an employer branding, selection of recruiting channels, design of aptitude diagnostics, evaluation criteria and processes.
- Personnel Development:** Conception and implementation of onboarding events. Development of a HR development unit.
- HR Administration:** Development of a payroll accounting unit (MS Navision) and administration of stock option programs. Development of a fleet management. Outsourcing of the payroll accounting to an external service provider (ADP Kassel) within 6 weeks in 2001.
- Oct 1996 – Apr 1998 **HR Manager**

SDV Informationssysteme GmbH

Recruiting: Development of an employer branding, selection of recruiting channels as well as design of aptitude diagnostics, evaluation criteria and processes.

HR Development: Conception and implementation of onboarding events. Development of HR Development series for technicians. Development and supervision of the training as IT specialists.

July 1992 – Sept 1996

Management Assistant**Gesellschaft für Unternehmensberatung und Softwareentwicklung AG & Co**

Recruiting: Development of an employer branding, selection of recruiting channels as well as design of aptitude diagnostics, evaluation criteria and processes.

ISO 9001: Establishment of a QM system including auditing and recertification. Creation of an IT tool for audit monitoring and documentation.

Education

Aug 1982 – June 1992

Diploma in Business Administration**University of Applied Sciences Cologne,**

Faculty of Economics, Major Field of Study: Human Resources and Education.

Oct 1981 – July 1982

Advanced Technical College Certificate**Technical Secondary School of Economics**

Sept 1976 – May 1979

Apprenticeship as Industrial Clerk**Laue & Co. GmbH**

Chamber of Industry and Commerce Certificate of 'IHK-Kaufmannsgehilfenbrief' ('Commercial Assistant Certificate).

Skills

Management Skills

- Development and transformation of HR strategies,
- M&A including HR related post-merger integration
- Design and implementation of organizational change integration and change management
- Personnel management and development
- Coaching and mentoring

Leadership

- Passion for business and its results
- Conversion of concepts into economic successes
- Assertive team player

HR expertise

- Workers' Council: Group, regional and divisions legal entity
- Labour Law: Transfers of businesses, reconciliation of interests and social plans, individual personnel measures as well as counselling divisional management boards and executives
- Works Council Agreements: Working time and remuneration models, IT tools, holiday and work regulations, harmonization, etc.
- Design of employer branding and recruiting strategies and successfully implementation
- Personnel development: Development of management and employee development measures, introduction of a role and position model and development of ACs based on a modern competence model, etc.
- Employee Secondment: Process specification for expatriates (USA and Asia) as well as support of inpatriates and control of external service providers (Mercer)
- HR Guidelines: Development of guidelines and negotiation of salary rounds, management of the target agreement process, development of guidelines and works agreements on work and

holiday regulations, working time regulations, professional integration management, personnel planning, etc.

- HR Administration: Establishment and management of teams in the areas of payroll accounting and certification as well as general administration. Administration of vehicle fleet and real estate portfolios
- Digital: Design and optimisation of HR processes and their documentation as well as controlling via suitable IT tools
- Leading and managing virtual distributed teams
- Languages: Mother tongue German, English C1

References*

- Managing Director cyber-security
- Managing Director from Sector of Further Education
- Board Member from the IT / Consulting Sector
- Board Member, Divisional Director and Managing Director from the Sector of Further Education / Certification / Health Care

*Name and contact details provide upon request.