

DR. ARIANE KRISTOF

INDEPENDENT HUMAN RESOURCES PROFESSIONAL AND EXECUTIVE INTERIM MANAGER

Scheibenwandstr. 5
83229 Aschau i. Ch.
Germany
+49 172 8621 474
ariane@kristofs.de

ABOUT ME

Experienced HR Manager available world-wide for time-limited vacancy filling of senior HR roles or management of complex international organizational change projects. Speciality areas include HR transformation efforts, succession planning, and strategic optimization of business processes.

Industry focus: Med tech, chemicals/pharma, food and ingredients, semiconductors, packaging, consumer goods, professional services.

I am a competent, values-driven HR professional and enjoy working in highly competitive and inter-culturally diverse team settings. Fully bilingual German and English, intermediate French.

EXPERIENCE AS INTERIM MANAGER

Project Manager HR Integration, Akkodis Germany (part of Adecco Group), Sindelfingen, Oct. 2022-March 2023 (Munich and remote)

Management of various operational German HR streams and transformation sub-projects within the post-acquisition integration of engineering consulting businesses modis and AKKA into new company called Akkodis (part of Adecco Group)

Project Manager Global HR Transformation, SpringerNature Scientific Publishing & Media, Berlin, Nov. 2021-July 2022 (remote)

Restructuring project management of global HR organization consisting of 200+ HR professionals worldwide. Drafting and implementation of new HR structure, process model, roles, and competencies as well as change/comms support on behalf of Chief Human Resources Officer

HR Business Partner and Consultant, Corza Medical, Düsseldorf, April 2021-Dec. 2022 (remote)

Integration of acquired Takeda Pharma BU BioSurgery into Corza Medical (according to German law §613a BGB), transition of various pension and benefit plans, definition of key HR processes, MD contracts, alignment of required co-determination, collective agreement and data protection measures with US-based HQ (startup)

Head of HR (Interim), Nemera, Neuenburg/Germany, Jan.-Oct. 2020

Vacancy management plant HR lead, Covid crisis management, negotiation with works council and mediation procedure for topics of performance pay, IT and data protection, renewal of plant leadership team, HR process digitalization, stakeholder management (Med-tech corporation with French HQ, London-based PE owners)

HR Business Partner (Interim), Telefonica, Munich/Germany, April-July 2011

HR responsible for direct sales (O2-Shops) and Corporate Functions, PMI support for acquisition of O2 by Telefonica

HR Project Lead, German Aerospace Center (DLR), Oberpfaffenhofen/Germany, Feb.-June 2010 and Feb.-March 2011

Employer branding strategy to attract hi potential engineering graduates and development of selective and effective recruiting and on boarding processes

EMPLOYMENT EXPERIENCE

Global Vice President Human Resources, GELITA, Eberbach/Germany, 2014-2019

Global HR organization lead (21 production sites world-wide) and Country HR Head Germany, incl. global employee relations management. Human capital/workforce controlling, compliance and CSR, HR process harmonization, global talent and succession management, leadership development, various restructuring projects

Senior Director Human Resources, Infineon Technologies, Neubiberg/Germany, 2011-2014

HR Director Europe. Global HR Business Partner for business divisions Automotive and Chipcard & Security. Head of site management and industrial relations at HQ location Campeon

Vice President Human Resources, Tetra Pak, Lund/Sweden, 2008-2010

HR Business Partner for global R&D department. Succession and competency development, international mobility management, HR transformation

HR Director Europe, Booz Allen Hamilton, London/UK, 2005-2007

Recruiting, assessment process, performance management and career development, leadership development and exit management

Vice President Human Resources, SCA (now: Essity), Ismaning/Germany, 1998-2005

Global Compensation & Benefits Manager, HR Business Partner Incontinence Care, Director HR Services

Management Consultant, The Boston Consulting Group, Munich/Germany, 1993-1997

Various strategy and org development projects in the food, financial services, optics and chemical/pharma industries

VOLUNTEER AND PRO BONO WORK

Volunteer, Ashoka Germany, Munich, 2021

Translator for website helping citizens control privacy data

Consultant, Stanford University Institute for Innovation in Developing Economies (Seed), Stanford, CA/USA, 2017-2021

HR and organizational consulting to startup companies in Tanzania and Kenia (solar energy, food and furniture industries)

NGO HR consultant, Pro Boneo, Berlin/Germany, 2016-2017

HR consulting services to NGO management committees, special focus succession management

Project leader Microfinance, Mondo Challenge, Arusha/Tanzania, 2010

Dispersal of micro grants to HIV affected small business owners

EDUCATION

Albert-Ludwigs-University Freiburg i. Br., Germany

Ph.D., Empirical Social and Economic Research, 1993; M.A. Economics, 1990

Clark University, Worcester, MA/USA

Master of Arts in English & American Literature, 1988