



Working with HR Energy provides several benefits :

- **High degree of flexibility**
- **Attractive hourly rate**
- **Sickness no risk / no pension costs**
- **Broad knowledge of HR subjects**
- **Puts people first**

Personal details

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VAR statement	2007/2008/2009/2010/2011
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Experience

Nov '07- present : HR Energy is expert in linking HR-management to the strategy of the company, identifying and implementing change, building an efficient HRM infrastructure and stimulate the employee's involvement, education and development.

Clients;

Dec 2010 – March 2011 \* Maternity leave (son Thom)

Sep 2010 – Nov 2010 \* **OMA** (Office for Metropolitan Architecture, prof. Rem Koolhaas) – Engaged as interim HR professional for OMA's satellite offices in Hongkong, Beijing and New York. Contributing to optimizing international staff planning, handling contract negotiations, advising and assisting expatriates and local staff on HR procedures including benefits, visa applications, housing and tax. In collaboration with local accountants, responsible for the execution of the office's payroll.

Dec '08 – March 2010 \* *Nirov* (Dutch Institute of Spatial Development and Housing) - Replacement of HR Advisor during maternity leave, advisory capacity to management concerning reorganisation, dismissal and development of corporate culture program. HR coaching of Executive team, safe guarding performance cycle, assisting Controller execute payroll, providing information to employees concerning benefits and labour conditions (partly government CAO).

Oct '08 – Jan '09 \* Maternity Leave (daughter Isabelle)

Apr '08 – Oct '08 \* *Domice Collection / Lodger BV* (Wholesale Interior Design and Baby Articles) – Set up job evaluation system, drafting of job descriptions, implementing performance reviews, reorganisation advice to management.



Continuation clients HR Energy

Jan '08 – Sept '08 \* *Brink Groep* (Construction management and advice) – Interim HR Advisor; focusing on reviewing benefits, performance management (training/coaching/reviewing) & set-up campus recruitment and education plans.

Nov '07-Jan '08 \* *Stapels Advies* (Assurances and Mortgages) – Focus on training, recruitment and selection and updating of contracts.

Recommendation letters available from all of the above employers.

Aug '07 – Oct '07: Mini-sabbatical

Jan '06 – July '07: HR Advisor for KPN (telecom) – Business Market (5000 fte)  
*Areas of responsibility:* Finance, Marketing and ICT Consultancy ( 375 fte)  
*Role:* to support and advise 3 Management Teams (37fte). To translate latest HR developments into tactical and viable HR (annual) plans and implementing new HR policy. Motivating managers to improve their department to its full potential.  
*Activities:* Keeping talented employees interested and ensure job satisfaction, performance cycle supervision, advice in dismissal cases. Professional support during the reorganisation of the Business Market.  
Support and guidance to supernumerary employees within the Mobility CAO guidelines towards a new work environment outside KPN. Upon request provide KPN workers with a wide range of information regarding legal requirements of mobility.  
Streamlining of labour conditions. Initiating special project such as KPN Marketing Selection days - setup recruitment plan, budgets, leading the project team “ selection days”-. Other projects: implementing of concern Mobility CAO and project “get the basics right”.

Juni '02 – dec '05: Active as HRM advisor for Woonplus Schiedam (160 fte)  
This housing corporation is involved with rentals, sales and development of housing. *Responsibilities:* Advisory and operational support task to management in the implementing of the strategic HR Management and Social policy.  
Supporting role to employees regarding sick leave and careerplanning (according vision “Investors in People”). Providing a positive projected image of the organisation’s vision, organisation and corporate culture. Responsible for all recruitment and selection activities. Other responsibilities : Case manager and prevention worker.



Continuation

Projects;

As Project leader responsible for the implementation of the new job evaluation system (CATS).

- Leading the projectgroup members.
- Training the managers concerning the CATS system
- Informing all employees of the up and coming changes of the new evaluation system.
- Implementing areas of communication regarding legal changes and guarantee regulations

Mei '97 - mei '02 Working as Managing Consultant for SMS Intermediair R'dam (20 fte), This recruitment agency is specialized in advertising, marketing and communication staff. (HBO -Academics).  
Areas of responsibility: Advising customers concerning recruitment issues, interviewing and selecting potentials, managing consultants of satelite office Rotterdam, reporting results to business owners.

Education and training

Business & Management (nov. 07 - feb. 08)

Financial Management (jun. 07)

Personal Effectiveness (sep. 06)

'Strategic Human Resource Management' (oct. 04 - sept. 05) post hbo-education

'Labour- and Social Law' (sep. 03 - oct. 03)

'Personnel & Organization' (sep. 01 - jun. 03) condensed hbo-education

Member of:

NVP - Dutch association for personnel management and organizational development