


GPI HR Manager, Munich

SHORTLISTED

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LONDON – FRANKFURT – PRAGUE – BRATISLAVA

1. Thomas Koch

- Senior HR Manager with years of experience from the manufacturing industry.
- The candidate has proven track of record in pharma, FMCG, automotive, machinery fields.
- His knowledge of the German labour law is very extensive, has direct experience working with works council (also has law degree). The candidate also have a very good knowledge on personal administration, payroll.
- The candidate currently has a double-role, being an (HR BP for the whole organisation with 3 manufacturing units) and being a local HR Manager for the Tauser plant. The total headcount is approximately 300 people. There are 3 direct reports reporting directly to Thomas
- Even tough Thomas is a manager, he is also directly responsible for several tasks on his own.
- The candidate is coming from a matrix type organisation and knows his way around.
- **The reason for talking to HEADSCOUT:** Thomas had 4 bosses in the last 3 years, visions, strategies are changes every month. Thomas has a lot of plans but feels that they are not welcome. The company is steering somewhere without notifying Thomas and he needs to advocate those moves even without knowing everything. There are several things that piled up in the time, plus there is his wish to relocate near to Munich as he has a lot of friends there.



- **Very hands on, goal oriented, both strategic and day-to-day.**
- **Native in German**
- **Fluent in English (C1)**
- Three months notice period..
- Current remuneration package :
 - **140.000 EUR p.a. base**
 - **+ 0-20% performance bonus**
 - **Company car**
- Desired remuneration package :
 - **The candidate is happy to negotiate**
- Competition clause is not present.
- The candidate is happy to relocate directly to Munich.
- The candidate prefers working from the production plant, does not require extensive home office possibilities, understands the need to be present. Is happy to do travel.

Candidate seniority:



2. Silvana Furke



- Senior HR Manager with years of experience from the manufacturing industry.
- The candidate has proven track of record in minerals, safety equipment, plastic boxes productions.
- Silvana has extensive knowledge about the German labour law, administration, payroll.
- The candidate is the leader bringing people together, has proven track of record supporting different managers, BU heads, department leaders.
- At her current job, she is responsible for three sites, one outside of Munich, the other one in North-Rhein Westphalia, 300, 50 and 20 people strong. 4 shifts, working 24/7, 7 days a week.
- The candidate led small sized teams in different locations. Has 10+ years of experience managing multi-site HR.
- Silvana had successfully driven different HR projects that included negotiating with labour unions, restructuring remuneration schemes, ramp-ups and downsizings, talent succession, development, change initiatives, recruitment policies, retention management, strategic workforce planning and many others.
- **The reason for talking to HEADSCOUT:** ASA is being sold to Cherry World, which will mean a lot of restructuring and uncertainty. The candidate is very polite, but it was obvious communication from the future owner failed. Silvana is not actively looking, but has already decided to.
- **Other notes:**
- 2004-2007 Personalmanagement Service – the candidate worked there during her studies, they called her when they had work – coached jobless blue collar people and helped them retrieve basic employment skills.
- 2005-2007 Fimler – this was the maternity leave cover.

- **The candidate is a strong owner, does not hide from tasks, empathetic, team player. Has direct experience from matrix-type organisations. She is pleasant to talk to, very smart.**
- **Native in German**
- **Fluent in English (C1)**
- 6 months notice period.
- Current remuneration package :
 - **80.000 EUR p.a. base**
 - **+ 0-10% performance bonus**
 - **Company car**
- Desired remuneration package :
 - **The candidate is happy to negotiate, but would like to earn more than she earns now.**
- Competition clause is not present.
- The candidate lives in Munich and is used and happy to travel and visit other sites, **but is not looking for a job that requires majority of time on the road.**

Candidate seniority:



3. Tobias Scheafer



- HR Manager with years of experience from the food, wholesale, logistic industries.
- Tobias has been working as the HR Manager at the food wholesale company in Neuen (12km from the GPI Plant). The total headcount he is responsible for is 160 people of which around 90 are blue collar workers. They are working in 3-shift pattern.
- The candidate is leading a team of 2 people, 1 generalist – helping with administration, projects. Then 1 payroll person who is preparing documents and then 0,5 management assistant.
- Tobias has a very generalist background, is very well versed in German labour law, negotiating with unions, administration matters, but also HR projects, employer branding, communication with schools, talent, development, training, HR planning, budgeting. Naturally he is also the main advisor, coach to managers and qualified people on site – he likes this part very much.
- Before he worked for one of the largest logistics companies in Germany (Rasher) and was directly responsible for a 300 people strong branch. This was a matrix type multinational corporation.
- **The reason for talking to HEADSCOUT:**
The candidate would like to grow, learn more, develop and go into production industry. He would also like to return to a large multinational company where he could improve his skills, English and grow.
- **Other notes:**
- 05/2017. 11/2018 – Target E-commerce – the candidate found out the agreed conditions were not kept and tried to discuss this with the decision makers but it did not work out. Tobias explained the situation in a very calm, professional manner and did not picture Target in negative colours.

- **The candidate is very calm, strategic manager who gets stuff done. Very intelligent, does not want a medal for each of his achievement, achieves through people and hard work.**
- **Native in German**
- **Fluent in English (C1)**
- 3 months notice period.
- Current remuneration package :
 - **90.000 EUR p.a. base**
 - **+ 0-20% performance bonus (achieved in full every year)**
 - **Company car**
- Desired remuneration package :
 - **The candidate is happy to negotiate, but would like to earn approximately**
 - **130.000 base (if no company car is provided)**
 - **Plus bonus**
- Competition clause is not present.
- The candidate lives in Munich – 30 minutes drive from the GPI plant.
- The candidate now works 10 minutes from the GPI plant, commutes there 4 days a week.
- Tobias is happy to be on site 4 days a week, prefers being present.

Candidate seniority:



4. Hermine Nietze



- HR Manager with 4 years of experience from the manufacturing industry and 4 years from the construction industry.
- Hermine's first fulltime job was in Zearax in Italy. After studying and spending a lot of time in Germany, she knew she wanted to do HR, but wanted to see the world, this is why she worked in Italy- a shared centre, but she was still responsible for German entities, doing German HR in German language.
- In 2014 she started working as a HR Generalist in the production company – BITBITT (largest manufacturer of memory cards in Germany), with a total headcount of 200+ people on site. Here, Hermine was reporting to the HR director, but directly responsible for all HR topics starting from recruitment of blue, white collar, administration – including contracts, doing payroll directly and later helped outsourced, HR, shifts planning, but also top level project like implementation of the new HRIS, new compensation and benefits models, talent and succession development plans and many more.
- HBR Trearis: Hermine is responsible for all HR topics, but here she focused on being the business partner for all HR topics to the managing. Responsibilities are very well written in the CV.
- **The reason for talking to HEADSCOUT:** HB Trearis has slowed down it's business in Germany because of not being successful in other countries and is laying over more than half of the total headcount, plus cancelling future projects. Hermine's role will stay, but her growth is directly impacted. She is eager to explore new opportunities and is very motivated by GPI.
- **The candidate is very mature, relationship-oriented manager. She has extensive knowledge in all dominant HR topics and gets things done. Does not need bells and whistles or a tap on the shoulder every week. Definitely a self starter. She is on the phone evenings, weekends and working as a strong support to the managing director and senior managers mainly in Germany, but also in Luxembourg, Cyprus, Netherlands.**
- **Native in German**
- **Fluent in English (a very good B2 to C1) and Italian (B2)**
- 2 months notice period (would like to finish the ongoing project and find a replacement)
- Current remuneration package :
 - **98.000 EUR base**
 - **Plus performance bonus**
- Desired remuneration package :
 - **The candidate is happy to negotiate, but would like to start from 80.000 EUR base as she would be required to travel.**
- Competition clause is not present.
- The candidate lives in Munich – approximately 40 minutes drive/train ride from the GPI plant.
- Hermine is happy to be on site 5 days a week, but would like to have flexible working hours as she understands she will be working all around the clock and knows she could a lot from home, too.

Candidate seniority:

