



# Alex Weitz

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## DETAILED EMPLOYMENT HISTORY

### **Since 07/2010: Interims Management/Contracting; HR General Manager, (DGfI) (2010-2011); (SammlerUsinger) 2011-current)**

Reporting to the Head of the firm/association, Head of unit, Consulting of Management and Board in all HR-relevant questions, Evaluation/Re-Organization of processes, Responsibility for the Strategy and Realization of the Spin-off of the „Berlin part“ of the firm including implementation of another firm into the new firm, Establishment of a complete new Admin.-/HR-Organization incl. new Staff (before = Leipzig) and systems, Development of unique rules and regulations, Recruiting of lawyers, staff, assistants, students, etc., HR-development, Lead for up to 20 supporting staff, overall HR-Management and Budget resp. (~5 Mio EUR). Fundraising and Sponsoring, Evaluation and Implementation of new IT-Systems, company mission statement, Corporate Identity, Media, Website 2.0  
The company has 70 employees

### **2008-2010: Senior Officer HR / HR General Manager, German AIDS Aid, incl. 120 membership-organizations;**

Reporting to and Deputy to the Head of the association, Head of unit, HR-Administration, Recruiting, Salary, Seminar-Management, HR-Development and Implementation of a new staff-appraisal system, support of the new Management-positions, Work council negotiations, Negotiations of new „rules and regulations in case of salary, work-time etc., Lead for the unit with ~ 15 staff, Budget resp. (~2,5 Mio EUR), Development and Implementation of a overall Administrative/Financial Rules-and-Regulation-Script, Responsibility for the IT-Management  
The company has 60 employees

### **2007-2008: Parental leave in Berlin + Freelancer HR**

### **2005-2007: HR Senior Management / Senior Officer HR (P4); Organization for Security and Cooperation in Europe (OSCE),**

Reporting into and Deputy to the Global Head of HR, HR Strategy, International Assignees, Job-Classification, Organizational and Personnel-Development, HR Business implementation of process, Strategic process, Organizational redesign, Consulting of Management/Field Mission-Leads, especially in HR-Strategy, Organization, Placement, Recruiting, operational Topics, Job Evaluation, Salary implications, Further Development of the HR-Systems ORACLE, Development and Negotiation of „Rules and Regulations“, Intercultural Competencies by daily contacts und div. projects, Responsible for > 2000 people in Field missions ( Multiple HR offices in Multiple locations) and Secretariat (Vienna), **Travelling around 90% in Eastern Europe/ Central Asia**

The organization has in Vienna and in the Missions 2.500 staff

### **2001-2005: Manager Organization (E4); HR/ORG Manager; DaimlerChrysler sales Org. Germany (DCVD), Berlin;**

Reporting to the Head of HR and Head of Finance, Consulting for Management level, especially in HR/ Organization, Job Evaluation, Placement, operational HR-/ORG-Topics, Work council negotiations, HR/ORG – Support with Implementation of ePeople, Workshops and Implementation of a new salary system (ERA), Implementation of a new ORG-post-IT-system (EOD), Business-Process-Management in all areas (Wholesale, Direct Sales, Rent. Sales, Administration), Establishment of a function/area „Processmanagement“, Qualification as Quality-Management-Specialist (DIN ISO 9000); Responsible: 1300 staff in the german sales organization of the car maker with all brands (MB, smart, Jeep, Chrysler) and units (cars, transporter, trucks)

The sales part of the company has in Berlin 1.300 staff

### **1999-2001: Senior Consultant/Project leader in HR; KPMG Consulting, Frankfurt, Berlin;**

Project lead and experience in BPR/HR, Consulting for Management level, especially in HR-Strategy operational issues, Workflow, Travel-Mgmt, SAP-Implementations.  
Big clients: European Patent Office, BMW (carmaker), Valeo (car supplier), Bavarian Radio

### **1998-1999: Junior Consultant; Frango GmbH, Eschborn/Ts.;**

e.g. Consulting and Software-Implementation in the area of Group consolidation.

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## Zertifikate / Certificates

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-> ! **Hinweis:** Sperrvermerk für letzte Projekte / Interims Management (DGfl / SammlerUsinger) ! <-

- Zeugnis Deutsche AIDS-Hilfe e.V., DAH (bis 06/2010: Personal-/Verwaltungsleiter)
- Zeugnis Org. f. Sicherh. u. Zusammenarb. in Europa, OSZE (bis 01/2007: Manager, Personalbereich)
- Zeugnis DaimlerChrysler, DCVD (bis 11/2005: Teamleiter Organisation)
- Ernennungsschreiben E4 (Manager), DaimlerChrysler Vertriebsorganisation Deutschland (DCVD)
- Bestätigung des E4-Potentials nach DCVD-internem "Competence-Check"
- LEAD-Potenzial-Formular (Beschreibung der Fähigkeiten vor dem "Competence Check")
- Zeugnis der KPMG Consulting AG (bis 10/2001: Senior Consultant)
- Zeugnis der Freund & Partner StBGes. (bis 09/1998: Praktika während BA-Studium)
- Dienstzeugnis der Bundeswehr (Gebirgsjäger Bad Reichenhall, Panzeraufklärer Gotha)
- Beurteilung aus dem Abitur (Sportgymnasium Oberhof)

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- Diplomurkunde zum Diplom-Betriebswirt (BA Leipzig)
  - Zeugnis der Allgemeinen Hochschulreife; Abitur (Sportgymnasium Oberhof, Thüringen)
  - Teilnahmebestätigung zum Seminar "Recruitment and Selection Skills" (OSCE)
  - Teilnahmebestätigung "Allianz Voyager" (Platz 3 in der Gesamtwertung)
  - Teilnahmebestätigung zum Seminar "Instrumente der Personalführung" (DaimlerChrysler)
  - Benennungsschreiben zum QMP der Org.-einheit (Abteilung DCVD/CVO, DaimlerChrysler)
  - Teilnahmebestätigung zum Seminar "Qualitätsmanagement, Teil 1" (DaimlerChrysler)
  - Teilnahmebestätigung zum Seminar "Qualitätsmanagement, Teil 2" (DaimlerChrysler)
  - Teilnahmebestätigung zum Seminar "Qualitätsmanagement, Neue Norm" (DaimlerChrysler)
  - Teilnahmebestätigung zum Kurs "APP 2b Business English" (Inlingua)
  - Teilnahmebestätigung zum Training "International Consulting Skills Workshop" (KPMG)
  - Teilnahmebestätigung zum Training "Personalplanung und -entwicklung" (KPMG-Akademie)
  - Teilnahmebestätigung zum Training "Einführung in Verteilte Systeme (ALE)" (KPMG)
  - Teilnahmebestätigung zum Training "Approach To Accelerated SAP" (KPMG-Akademie)
  - Teilnahmebestätigung zum Planspiel "General Management II" (BA Leipzig)