

RESUMEE

Volker Seubert

vsemail-info@yahoo.de

Multiculturally experienced HR professional with 15 years of experience in various HR areas acting with strong customer focus, creating and executing an HR strategy that brings competitive advantage to the business. Business Accumen in global Software Development, Customer Engineering, Sales and Service in the IT industry. High affinity to technology.

Professional experience

- | | |
|------------------------|---|
| since 02/2000 | SUN MICROSYSTEMS |
| 05/2005 | Sr. Human Resources Business Partner Europe
HR Leader for the Services Line of Business in Europe (Delivery, Professional Services and Sales) with approx. 2000 employees and 3 VP clients based in France and Spain. <ul style="list-style-type: none">• Defining and executing an HR strategy that contributes to the achievement of business objectives• Ensuring an effective HR program delivery and implementation of HR practices by directing all HR resources (Training, Staffing, Compensation, country/region HR)• Leadership Development and VP coaching• Organisation effectiveness• Constant alignment with corporate HR in Colorado/California |
| until 09/2007 | additional responsibility for Software Engineering Sites in Eastern Europe (Prague and St. Petersburg) |
| 05/2005-12/2006 | HR Business Partner for sales & service in France, integration of StorageTek acquisition |
| 05/2005-07/2005 | HR Business Partner for sales & service Iberia |
| 02/2000-04/2005 | HR Manager and Sr. HR Manager for all software related activities in Germany and "Personalleiter" for Hamburg software site w/ 150 employees <ul style="list-style-type: none">• Involved in major workforce reductions in Germany• Integration of acquisitions into Sun Germany• Opening and closing of software development sites• General operational HR support• European HR projects• European assignments as interim HR Manager for Grenoble, Prague, St. Petersburg (software engineering sites) |
| 11/2004-04/2005 | Covering for HR Director in Germany with the following main responsibilities: <ul style="list-style-type: none">• Leading HR BPO effort and associated change management• Responsible for all tools introductions & negotiations with German works councils |

05/2004-10/2004	HR Manager for St. Petersburg / Russia <ul style="list-style-type: none"> Starting up software site to 160 employees Implementing basic HR infrastructure
01/2004-04/2004	Strategic HR support to Prague / Czech Republic Software Site <ul style="list-style-type: none"> Organization assessment Developing & implementing long term recruitment strategy
07/2003-10/2004	European Six Sigma Lead for HR <ul style="list-style-type: none"> EMEA responsibility for introduction of Six Sigma in HR Project lead of several EMEA wide process improvement projects (car fleet, HR Transaction Center, benefits projects)
10/2002-12/2003	HR Manager for Grenoble / France software site w/ 200 employees <ul style="list-style-type: none"> Aligning job levelling to worldwide standards Reviewing salary structure Talent development

08/1997-01/2000	ADVANCED MICRO DEVICES Saxony Manufacturing GmbH, Dresden (Wafer Fab and IC Design Center starting up) HR Manager & Senior Recruiter <ul style="list-style-type: none"> General HR support for the Design Center Recruitment for Manager and technical specialist positions Supporting start-up of HR organization
06/1994-08/1997	ROHDE & PARTNER GmbH, Hamburg (Recruitment Consultancy) Recruitment Consultant with own profit center <ul style="list-style-type: none"> Working for international customers within the automotive supplier industry Coaching of candidates

Other

Languages	German (mother tongue), French (excellent), English (very good), Spanish (basic), Russian (basic)
Special Interest	Web 2.0 and it's implications on collaboration and organization design in the enterprise.
HR focus	Leadership development, managing change, organization effectiveness and collaboration within the HR function, remote collaboration.
Training	German employment law, facilitation of workshops, Six Sigma Black Belt training, Sun Change Acceptance Process, Conducting Performance Review Meetings.
Private	Cosmopolitan, Cycling, Yoga, flexible for move abroad.
