

## Professional Profile of Christoph Röhrs, Ph.D.

## Interim HR Manager and Business Consultant

Dr. Christoph Röhrs  
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Am Mönchsrain 23  
74889 Sinsheim  
Germany

60 mins away from  
Darmstadt

80 mins away from  
Frankfurt

110 mins away from  
Stuttgart

70 mins flight to Berlin

**Executive Overview****Sectors Expertise**

- Electronics
- Electrotechnical & Mechanical Manufacturing and Engineering
- IT Services and Software
- E-Commerce
- Telecommunications
- Chemistry
- Pharmaceutical Sales
- Banking
- Logistics

**Professional Foundation**

- 30 years of broad HR experience, regularly in strained economic company situations, also of SME
- 17+ years of being an Interim HR Manager and Business Consultant
- 15+ years in senior HR positions of Int'l SME

**4 USPs**

1. Excellent English – both orally and in writing
2. Hands-on-HR-Generalist with profound practical skills for day-to-day administrative and managerial duties for the whole employee life-cycle
3. Very strong trust-building communication skills towards employees of all hierarchy levels and works council
4. Very good skills reg Labour Law, Works Constitution Act, and MS-Excel for financial controls

### Areas of Expertise

- Employee relations on all hierarchical levels including negotiating collective bargaining and shop floor agreements with works councils
- Implementing/Adapting of policies and procedures, esp. US/UK based in German labour law framework
- Outplacement, restructuring and downsizing, employment tribunals
- Integration/transfer of businesses (TUPE), pre merger preparation/post merger integration
- Payroll (monthly preparations for processing and controlling) together with administration
- Compensation & benefits, focus on performance oriented variable payments (salary merit increase, sales incentive plan, bonus schemes)
- HR controlling: wage & salary analysis (ACT, BUD, FCST), tracking of KPIs
- Concepts for continuing personnel development (CPD)
- Succession planning, high potentials identification, on- and off-the-job training
- Performance measurement & grading systems, Goal setting agreements, 360 degrees feedback
- Outsourcing of HR processes
- Risk Management workflows for HR inventory
- Recruitment, using a number of recognised selection methods
- Collective Bargaining Agreements (Tarife): Chemistry, Metal+Electro/nics, Banking, Logistics

### Further Assets

- Very good Labour law knowledge and of the Works Constitution Act (cf. lecturer duties for Haufe Akademie, s. below)
- Very good computer skills in MS-Office (incl. Pivot, data conversion, V-lookup)
- Highly developed communication skills, self motivated, energising
- Decisive, analytical working style
- Multi-site and multicultural (in US, UK, and German owned companies) management experience
- Excellent command of the English language

### Long Term Professional Roles

- Since 2005  
Haufe Akademie, Freiburg, nationally recognised private academy  
Trainer and lecturer for personnel topics ([www.haufe-akademie.de](http://www.haufe-akademie.de))  
<https://www.haufe-akademie.de/9284>  
<https://www.haufe-akademie.de/9286>
- From 2004 - 2012  
AMServ GmbH, Germany (electrotechnical maintenance services)  
HR Manager and HR Consultant – on demand

Interim HR-Assignments and other professional activities

<b>12/2021 – 3/2023</b> <b>Office Products</b>	<b>Leitz ACCO Brands</b> IM-HR-Director for GER, AUS, CH. Optimisation of all HR Prozesses. Setting up and negotiations of (General) Works Council agreements. For the German part Introduction of HR-SuccessFactors (data cleansing, controls, testings, translations)
<b>10/2021 – 12/2021</b> <b>Regional hospital</b>	<b>AMEOS Clinics Aschersleben</b> Personnel-Costs Controlling for Communal and Federal Authorities. Cancellation of assignment because of liability risk which cannot be insured.
<b>4/2021 – 7/2021</b> <b>Pharmaceutical Sales</b>	<b>Dr. Kade-Besins</b> HR-Consultant for post carve out phase reg. shop floor agreements for new set up of IT-Systems and SW or migration of both of them
<b>8/2020 – 3/2021</b> <b>Manufacturing</b> <b>(Plastics Manufacturing)</b>	<b>Deceuninck</b> HR-Consultant for change management project reg. payroll system migration from ADP to eurodata as well as time & attendance system. Optimizing internal HR workflows, structures and data-provisions
<b>5/2020 – 7/2020</b> <b>Corona Crisis w/ no revenue</b>	<b>Qualification as DNLA-Consultant</b> DNLA = Discovering Latent Natural Abilities. One of the very few Personnel Development Solutions (Analysis Software and Personal Sessions) without the formulation of a personality-types girdle
<b>10/2019 – 4/2020</b> <b>Manufacturing</b> <b>(Plastics Manufacturing)</b>	<b>Deceuninck</b> HR-Consultant for a 25% downsizing project, doing all tasks and duties along the restructuring process: from first drafts of economic calculations and works council agreements, over filings to communal authorities up to termination negotiations with EEs. Also covering 85% of the legal expertise, thus saving about 100 hours of external legal counsel.
<b>6/2018 - 7/2019</b> <b>SW-manufacturer</b>	<b>Matrix42 AG</b> HR Director. Stabilising the HR dept., also with new hires. Generalist HR Work. Special Projects to job descriptions, personnel development, optimizing/defining workflows. Functional responsibility for HR in Ukraine and Belarus. Preparation of change of investor. Tribunals in Germany.
<b>9/2017 - 5/2018</b> <b>Manufacturing (tin)</b>	<b>Huber Packing Group</b> Inventory of works council agreements regarding preparation of particular negotiations. HR Controlling. Optimization of HR work flows.

Interim HR-Assignments and other professional activities

<b>2/2017 - 7/2017</b> <b>e-commerce</b>	<b>Verivox GmbH</b> Selected outplacement activities. Implementing modules of the integrated HRM system personio. Data cleansing and plausibility checks of raw data during migration process.
<b>9/2016 - 1/2017</b> <b>Chemical Production</b>	<b>Daikin Refrigerants Europe GmbH</b> HR-Manager. Setting up of works council agreements and negotiating them.
<b>7/2016 - 8/2016</b>	<b>Sabbatical</b> Adaption of my own service portfolio. Cooperation with Anja Elligsen Coaching and HR Consulting.
<b>7/2012 - 6/2016</b> <b>e-commerce</b>	<b>Verivox GmbH</b> HR-Director. Building HR as a professional business function. Recruitment of outstanding professionals for the 2 top management levels. Organisational Development. Executing restructuring measures, incl. tribunals. Payroll migration to Hansalog Services. Preparation of vending to ProSat1 Media Group.
<b>3/2012 – 6/2012</b> <b>Chemical Production</b>	<b>Honeywell Bremsbelag GmbH</b> [premature ending because of negative payment behaviour] HR Site Manager for ca. 900 employees, and HR Manager for ca. 60 Employees of European HQ. Works council negotiations.
<b>11/2010 – 10/2011</b> <b>Chemical Production</b>	<b>Cytec Surface Specialties, Wiesbaden.</b> Chemical Compounds Company within US based Global Group HR Site Manager, Generalist HR Work. Works council negotiations.
<b>6/2010 – 11/2010</b> <b>IT Services</b>	<b>Deutsche Bank, Eschborn</b> HR-Manager. Giving various support within HR function for the Infrastructure BU Global Technology and Operations. Leadership training for introduction of job family structures
<b>3/2010 – 4/2010</b>	Sabbatical Continuing Education reg. HR Management and Labour Law
<b>5/2009 – 2/2010</b> <b>Logistics Automotive</b>	<b>Schnellecke Group, Wolfsburg</b> HR Interim Manager for German restructuring projects (based on Roland Berger Plan), i.e. functional centralisation of HR in Germany, regional centralisation of payroll; optimisation of all HR processes, negotiations with Works Councils and Union representatives.
<b>02/2009 – 4/2009</b> <b>Commercial Service Functions</b>	<b>Freudenberg Service KG</b> Interim HR Manager, giving support to HR Director for German BU, reg. implementation of “Kurzarbeit”, incl. negotiations with works council; TUPE preparation to Johnson Controls.

Interim HR-Assignments and other professional activities

<b>11/2008 – 2/2009</b> <b>Service-IT</b>	<b>Teleplan Rhein-Main GmbH</b> Interim HR Manager for the site in Germany. Responsible for all HR matters, incl. Works council negotiations. Recruitment of 'successor' as permanent employee
<b>04/2008 – 9/2008</b> <b>Telco-IT</b>	<b>AT&amp;T Global Network Services</b> Interim HR Project Manager, supporting: restructuring, works councils relations and negotiations, court hearings, adapting of Comp. & Ben. Policies, accompanying post merger transformation of an IBM unit.
<b>12/2007 – 3/2008</b> <b>SW manufacturer</b>	<b>iSoft Health GmbH, Mannheim/Bochum</b> Interim HR Director, post merger integration. Compensation Models. Budget planning and controlling.
<b>08/2007 – 10/2007</b> <b>SW-manufacturer</b>	<b>SAP, Waldorf</b> HR Business Partner EMEA for Marketing, Finance and Administration. Support for the Re-Organisation. Bonus Plan, Talent Management, candidate selection (also for VP Mktg), operational reorganisation-topics
<b>02/2007 – 07/2007</b> <b>IT outsourcing services</b>	<b>Siemens IT Solutions and Services Management GmbH, Frankfurt/München</b> Changed role from Sinius as interim HR manager to the integrating subsidiary for the below named TUPE of 400 employees. Post merger integration activities.
<b>11/2006 – 01/2007</b> <b>IT outsourcing services</b>	<b>Sinius GmbH, Frankfurt (subsidiary of Siemens)</b> Interim HR Manager for strong support of an outsourcing project, i.e. TUPE of 400 employees into another Siemens subsidiary
<b>8/2006 – 10/2006</b> <b>SW-manufacturer</b>	<b>MIS AG, Systems Union, Darmstadt (now INFOR)</b> Interim HR Manager, optimizing of HR procedures, restructuring because of a merger with INFOR
<b>11/2004 – 07/2006</b> <b>Telco-IT</b>	<b>AT&amp;T Global Network Services</b> Interim HR Project Manager, supporting: restructuring, Transfergesellschaft, works councils relations and negotiations, court hearings, adapting of Comp. & Ben. Policies, setting up of insolvency protection of pre-retirement programme. Liaise with EMEA HR staff.
<b>06/2004</b> <b>Toys distributor</b>	<b>Hasbro, Germany</b> HR Business Consultant, Sarbanes Oxley Project, Reviewing and documenting all HR policies & procedures
<b>08/2003 – 02/2004</b> <b>Financial Services</b>	<b>Williams Lea Ltd, London/Frankfurt</b> Preparation of 3 TUPEs of financial service departments of Banks. Setting up of German Labour Law Guide for foreign managers in English.

## Permanent Employment

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<b>07/2001 – 7/2003</b> <b>Relocation+Logistics</b> SIRVA: <b>Logistics Germany</b>	<b>midiData Logistik, Langen (Hessen), subsidiary of US based transportation company: SIRVA</b> Newly created function of VP Human Resources midiData Europe (Germany and U.K.) 450 employees at 12 locations.  Whole range of HR management, from Admin & Payroll to HR Relations, PD & training. International projects for sister companies in mainland Europe: recruitment, performance measurement, remuneration for sales force.
<b>04/2000 – 06/2001</b> <b>IT Services, e-commerce</b>	<b>OAR Consulting (start up), Oberursel (Hessen) - insolvency</b> Director Human Resources for 4 sites in Germany  Developing, setting up and implementing full range of HR management and controls tools. Recruitment, HR-management; OD & PD; finally also: down-sizing
<b>5/1996 - 03/2000</b> <b>Electrotechnical and mechanical production and engineering</b>	<b>Asea Brown Boveri (ABB) Mannheim</b> Promoted to Section HR Manager for 12 multi site decentralised companies, responsible for 650 employees  Whole range of HR management Initially HR Manager within the Holding of ABB, Germany  Junior Management Training Programmes for 100 high potentials, recruitment, assessment centres, induction schemes for these high potentials
<b>4/1992 – 4/1996</b> <b>Electrotechnical and mechanical production and engineering</b>	<b>AEG, Frankfurt</b> (member of the then DaimlerBenz group) Closing down of the company in 1996 HR Manager headquarter  Development of training schemes for vocational and continuing professional development (CPD), statistical evaluation, recruiting candidates and managing Junior Management Training Programmes
<b>9/1990 – 3/1992</b> <b>Recruitment and selection consultancy</b>	<b>Bonde &amp; Schmäh Personalberatung KG</b> Marketing of personnel for blue chip companies (BASF, ABB, Procter&Gamble, Bilfinger+Berger, Merck pharmaceuticals etc.), media planning and operational management of advertisements and applications

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## Contact Details, Educational Background, and Family Status

Name	Christoph Rohrs, M.A. Ph.D. Married; 2 sons, born 1989, and 1993
Address	Am Mönchsrain 23, 74889 Sinsheim Mobile +49-160-98759108, <a href="mailto:roehrs@r-hr.de">roehrs@r-hr.de</a>
Further Education	1983 <b>Heidelberg University: German and English Literature and Linguistics</b>
	1983, 1985 Studies at <b>King's College</b> and <b>Trinity College, Cambridge</b> , on scholarships from Heidelberg University
	1989 <b>Master Degree</b> in German and English Literature and Linguistics, University of Heidelberg
	1996-1999 <b>Post graduate diploma as CPD Manager/Trainer</b> , Bielefeld University, Germany <b>Post graduate Ph.D.</b> in Personnel and Organisational Development, Labour Law, Eichstätt University, Germany
Continuing Education	Various activities through Haufe Academy, HR literature offline and online
Memberships	German Cambridge Society  German British Chamber of Commerce  SCOPAR (Scientific Consulting Partners) Association of IT and HR Consultants as well as Professors