

Curriculum Vitae

Stefan Hebecker | Master's degree in Financial Mathematics



Short profile

- Co-operative and pragmatic leadership style
- Longstanding professional expertise in international environment
- Strong entrepreneurial orientation
- Highly efficient handling of complex HR Projects
- Skilled handling of dynamic matrix organizations

Personal Details

Address	Eckdahl 62, 21614 Buxtehude
Mobile	+49 173/649 02 93
E-Mail	stefanhebecker@icloud.com
Date of Birth	September 12 th 1961

Career

07/17-present HR Interim Management, self-employed

since 03/22

medac GmbH, Wedel

Pharmaceutical industry; 1800 employees

- Development of Talent Management strategy

since 09/19

Medrepair, Hamburg

MSC subsidiary, container repair and storage

Development and negotiation of collective bargaining agreement (ver.di)

Various operational HR tasks

06/18 – 09/21

Implantcast GmbH, Buxtehude

Medical implants, 600 employees, 80 Mio € turnover

- Analysis of leadership management and HR organisation.
Development and implementation of certain HR measures to improve the employer branding
- Development of leadership principles and competency model for strategic leadership deployment
- Leadership training lectures
- Interim HR Management

12/17

Company in the pharmaceutical industry, Vienna

(3500 employees)

Leadership Development, Development Center for top Leadership

in parallel

Lectures on Talent Management and Diversity Management at

Hochschule 21, Buxtehude and Hamburg University of Applied Sciences

Continuation | Career

01/97-12/16 BP Europa SE, Bochum

BP Europe SE is a subsidiary of the BP group with 10,750 employees and a turnover of approximately €50 Billion. Brands include: Aral, BP and Castrol.

5000 employees in Germany; the biggest refinery operator with an annual sales volume of approximately 28 million tons of mineral oil products

05/15-12/16 Europe Transformation HR Manager, Bochum

Reporting to the Vice President of Transformation Europe/South Africa and to the Board of Labour and Social Welfare

In this newly created role, responsibility for all relevant HR matters in connection with the Europe-wide transformation of the business organization.

▪ **Focal Points / Achievements**

- Concept for the European consultation strategy with the employee representation bodies (Unions, Works Councils) on a European as well as a country level including consulting with the European Work's Council
- Successful adaptation of the European HR Organization to the business organization as well as further centralization
- Implementation of best practices and continuous service improvement of HR processes in relevant countries
- Leading HR related government initiatives to ensure consistency and HR compliance

Continuation | **Career**

04/08-04/15

Director Human Resources, Bochum
(since 04/12 including Austria and Switzerland;
90 members of staff, 9 direct reports)

Reporting to the Board of Labour and Social Welfare

- Responsible for the strategic new orientation and integration of all HR topics for 6500 employees in the three countries
- Responsible for the consolidation and integration of independent HR departments and increasing the efficiency of a smaller HR team
- Advising the Managing Board and the highest management levels within a Matrix organization in all questions of labour laws as well as compliance of principles and procedures to enable legal conformity
- Trustful and reliable cooperation with Union's representatives and works councils in all locations and leading complex negotiations for the group

- **Focal Points / Achievements**

- Negotiations of various compensation forms and social plans in order to reduce more than 1500 staff (including the Off-shoring of 240 work places into a European Business Service Center)
- Negotiation of a tariff agreement to protect employment, while at the same time significantly reducing personnel costs
- Conception and successful implementation of a new European HR Organisation with cross-national HR teams (Centers of Expertise)
- Cost savings of 4 million EUR were achieved by integrating the existing HR departments
- New group standards and HR measures were introduced according to new values and behaviors in the area of Talent and Performance Management
- Development of a new employer branding
- Successful merger of company owned health insurance into another health insurance company to eliminate the financial risk

Concurrent
(since 04/12)

Director of BP Oil Marketing GmbH a subsidiary of BP Europe SE

Member of the Board of the Employer's Association Chemicals in Westfalen

Member of the Board of a Pension Fund (Bochumer Verband)

Continuation | **Career**

- 11/06-03/08 HR Operations Manager, Bochum
Signatory Rights (30 employees, 6 direct reports)
Reporting to the Head of HR Germany
- Responsible for HR Operations for about 3,000 employees in four different locations
 - Advising and support of senior management and staff in all relevant HR matters
 - Trustful and constructive cooperation with the trade union and works' councils
 - **Focal Points / Achievements**
 - Merger of all German HR departments and further development towards a unified HR function.
(reduction of staff from 120 to 80 employees in Germany)
- 07/00-10/06 HR Manager Lubricants, Hamburg
(13 members of staff, 3 direct reports)
Reporting to the Board of Directors
- Advising of the Board of Directors and the Central European Senior Management in strategic HR matters
 - Responsible for the whole HR Operations for about 1.500 staff in three locations
 - Advising and support of senior management and staff in all relevant HR matters
 - Trustful and constructive cooperation with the works councils
 - **Focal Points / Achievements**
 - Negotiations of compensation due to the merger of Burmah Oil (Germany) GmbH with BP Lubes Marketing GmbH
 - Integration of Aral Lubricants with BP/Castrol
 - Transfer of 150 positions from Bochum to Hamburg
 - Negotiations of compensation due to the sale of the lubricants refinery in Neuhof
 - Partial activities with regard to the merger of BP/VEBA/ARAL

Continuation | **Career**

- 01/99-06/00 HR Advisor of BP's Service Station Business, Hamburg
Reporting to the Head of HR, Germany
- Member of Senior Management for the German Service Station Business
 - Responsible for HR Operations of 240 employees
 - Advising and support of Senior Management and members of staff in all inquiries related to HR
 - Trustful and constructive cooperation with the work's council
 - Remain responsible for pension benefits
 - **Focal Points / Achievements**
 - Negotiations for compensation in order to reduce the total workforce by 40 employees (from 240 to 200)
 - Implementation of partial activities in order to dissolve the joint ventures between BP and Mobil Oil
- 01/97-12/98 HR Advisor Pension Benefits, Hamburg
(two members of staff)
Reporting to the Head of HR, Germany
- Responsible for the administration of the company pension scheme for 6.000 pensioners and 3.000 future pension entitlements (1 billion in provisions)
 - **Focal Points / Achievements**
 - Outsourcing of pension administration to an external service provider

Continuation | Career

04/91-12/96 Mobil Oil AG, Hamburg

A global mineral oil company in the area Upstream/exploration and Downstream/
Marketing with approximately 900 employees in Germany

08/94-12/96 HR Resources & Planning Advisor, Hamburg

(two members of staff)

Reporting to the Head of HR in Germany

- Support and advisor to 400 members of staff in the area of lubricants and staff functions
- Responsible for personnel cost planning and reporting
- **Focal Points / Achievements**
 - Automation and significant efficiency improvements in annual personnel cost planning process
 - Harmonization of company agreements as part of the European joint venture BP/Mobil

04/91-07/94 IT System Analyst (SAP), Hamburg

Reporting to the Head of the Application-Software, Germany

- Project-cost implementation on the basis of SAP-Standard Software for the fuels and lubricant business in Germany and Austria
- Programming in the SAP Systems

09/87-03/91 Andersen Consulting, Hamburg and Munich

Senior Consultant

Various projects in the area of the utility industry including the development of a new SAP-System as well as the implementation of a human resources management system (replacement of PAISY by SAP)

Periods Abroad

12/91-10/92 Mobil Oil, Gatwick in London/UK

Project work

Preparation of a pricing administration system for fuels and lubricants in Europe on the basis of an SAP-Standard Software

07/86-08/86 Hungarovin, Budapest in Hungary

Internship in the Data Center

Education and community service

10/82-08/87 University of Hamburg / Financial Mathematics

Master's Degree in Financial Mathematics

07/81-10/82 Community Service in Lüneburg, Stade and Buxtehude

08/72-06/81 High School in Celle and Buxtehude

High School Diploma

08/68-07/72 Elementary School in Geesthacht and Celle

Further qualifications

Foreign Languages English - fluent
 Spanish - basic knowledge
 French - basic knowledge

IT Knowledge MS Word, MS Excel, MS Powerpoint - very good knowledge
 SAP - User knowledge

Further Training External and internal Courses and Seminars on current labor laws,
 Cartel law, Responsible Leadership, Media training and HSSE
 Voluntary judge at the arbitrary court in Bochum

Other interests

Sport activities - Triathlon incl. full Ironman
Several Voluntary Involvements