



## Curriculum Vitae

**2022 to present Attorney at Law, Expert Negotiator and Mediator for Dispute Resolution within Social Partnerships**

**2010 to 2022 Managing Director German Cigarette Industry Employers' Association Hamburg, Germany**

- Improved competitiveness by negotiating customized collective agreements
- Facilitated in-depth communication between social partners to accomplish social and industrial policy goals and to insure peaceful cooperation during comprehensive restructuring and headcount reduction
- Represented the industry with the BDA, the Federal Union of German Employer Associations and the ANG, the Employers' Association for the Foodstuffs, Drinks and Tobacco Industries

**2008 Area Human Resources Director Central Europe British American Tobacco**

- Established organizational framework and area talent management

**2003 to 2007 Managing Director Human Resources and Labor Director British American Tobacco Germany, Hamburg**

- Job security agreement for production and R&D in Bayreuth
- Social plans for restructuring customer service organization, merger of Brinkmann Niemeyer and British American Tobacco, among others
- As vice chairman of the German Cigarette Industry Employers' Association negotiated significant changes to collective agreements dealing with compensation and employment conditions

**1999 to 2003 Human Resources Director British American Tobacco Russian Federation in Moscow**

- Expanded the organization – doubling the workforce to 3,000
- Merger with Rothmans sales organization and production
- Established and expanded a strong local management organization, reduced expatriate headcount
- Introduced consistent wage system, localized wages

**1991 Head of Industrial Relations British American Tobacco Germany, Hamburg**

- Coordinated central works council, Head of compensation commission (company-level collective agreement), collective bargaining
- International projects (International Assignment Policy/established European Works Council in the company)

**1985 to 1991 Trainee and legal advisor for human-resources with corporate human resources for Volkswagen in Wolfsburg, Germany**

- Legal opinions; projects (e.g., employee shares); internal and external presentations
- Establishment of organization in former East Germany

**1984 Second state examination in law**

**1981 to 1984 Legal clerk Higher Regional Court (Oberlandesgericht) Celle**

- The German University of Administrative Sciences Speyer
- German-French law firm in Paris
- International Private Law from Université Paris-Panthéon-Assas

**1981 First state examination in law**

**1975 to 1981 Studies in Law and Social Sciences at the University of Göttingen**

**1974/1975 Abitur (Diploma from a German secondary school qualifying for university entrance) and civilian service**