

Robert Harst

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Objective

Seeking a position as HR-Manager

Experience

Senior Recruiting Consultant with Selecteam GmbH since October 2005

- Search, Identification, Selection and Placement of candidates in IT industry and for IT functions
- Development of employer branding and hiring strategies for customers in Germany and Austria

DMC Datenverarbeitungs- und Management-Consulting GmbH, Munich
Director Human Resources January 2000 – September 2005

- Responsible for all policies and strategic issues of human resources including planning, budgeting and controlling
- Focus on hiring, recruiting and development of new staff, in the last 2 years strategic adaptation of headcount with layoffs and temporarily shortage of work
- Project-leader: „Target Universities and Recruiting activities“
- Project-leader: „360° feed back via DMC Intranet“
- Project-leader: „Internal Retirement Plan and Pension Scheme“

Deutsche Bank AG, Headquarter Frankfurt
Head of Graduate Recruiting - Germany
October 1998 - September 1999

- Planning, budgeting and coordination of academic recruiting including event-marketing
- Project-leader: "Improvement of efficiency in academic recruiting"
- Project-leader: "Implementation of regional centre of competence in academic recruiting"

HYPO-Bank AG, Headquarter Munich, SME-Division
HRD-Professional November 1996 - September 1998

- Development, implementation and management of a management-internship-program
- Coordination of division-wide quality-management-projects with line managers
- Member in bank wide HR-Software-migration-team (SAP R3)

HYPO-Bank AG, Regional Branch Saxony, Leipzig, SME-Division
Assistant to the Vice-President, April 1994 to November 1996

- Working as HR-Manager in coordination with line managers, responsible for 200 employees, including quantitative and qualitative planning, recruiting and selection.

- Project-leader for the implementation of cross-divisional quality circles in the region (October 1994 to July 1996)

HYPO-Bank AG, Headquarter Munich, Central Marketing Department
Internal Consultant in an OD-Project, December 1992 to March 1994

- Coaching and Counselling of line managers, facilitator of quality-circle-teams
- Designing and moderating of workshops
- Internal communication and conceptual work of the project

HYPO-BANK AG, Headquarter Munich, Central Personnel Department
Group Head Personnel, 9 employees, November 1989 to June 1992

- Responsible for internal and external traineeship-programs, including programs for east-German graduates

Junior HRD-Professional, August 1987 to October 1989

- Recruiting, selection and training of participants in internship-programs
- Trainer for moderation, communication and work-management
- Personnel marketing at universities and processing of assessment-centres

Personnel Trainee, January 1987 to July 1987

Civil Service

Stiftung Rehabilitation, Heidelberg, Vocational Business Training Company
Vocational Trainer in Trading Company, September 1985 to December 1986

- Responsible for training in marketing skills
- PC Programming and training in office-communication systems

Education

Distant University, Hagen, parallel to the job, Business Administration
Diploma in Business Administration, September 1990
Thesis: "Theories in Personnel Development and their effects for the Conception of Internship-programs"

Main subjects: Marketing, Vocational-Educational-Training

University of Bamberg, Germany: Diploma in Education, July 1985
Thesis: "The Change of Internal Training due to Action Research"

Main subjects: Adult Education, Sociology and Psychology

Associated Skills and Activities

Concession as Vocational Trainer (AdA-Prüfung), Theme-Centred Interaction (TZI), Training according to Metaplan-Moderation, NLP

Grants donated by EU and German Ministry of Education: Study tours to the US, France, Wales, Greece, Hungary, Norway, Ireland, Japan and Spain

Computer: Sound knowledge in MS-Office, Internet experience, SAP HR R/3

Languages: German mother tongue, fluent in English, advanced level in French, Italian beginner

Professional Networks: BITKOM AK Personal und Arbeitsrecht, Software-Offensive Bayern e.V., IT-HRD Network Munich

Certified Project Manager by the Chamber of Commerce Munich (IHK)