



Helga Jungnickl

## HR Interim Manager

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## Short Profile

### Human Resources Management / HR Interim

More than 25 years of professional experience as Head of HR of well-known companies (e.g. BMW Group, Toshiba GmbH and the Hoerbiger Group). Self-employed entrepreneur for 13 years, e.g. as

### HR – Interim Manager - Temporary manager

In doing so, I provide goal-oriented support to people in companies and organizations. Whether bridging a vacancy, capacity bottlenecks or as an expert for HR development, recruitment, change management, HR organizational development or the realignment of HR processes and digitalization.

Thanks to my many years of experience as an HR executive, I am very familiar with the core topics of strategic and operational human resources management. I also accompany you in reorganizations and restructurings - from conception to negotiations with the works council to successful implementations.

### HR Business Tools and Processes

I am happy to implement the success-critical issues, such as adapting to modern working hours e.g. remote or hybrid working time arrangements as they fit the needs of your company. Succession planning, time management and compensation issues or the realignment of the employer brand.

## Professional Career

Since 2020	<b>Helga Jungnickl - HR Consulting &amp; Solutions - Allgäu</b> <b>Main focuses:</b> <b>HR Interim Management</b> <b>Personnel and management consulting</b> HR organizational consulting, HR process consulting and digitalization Analysis, development and optimization of HR processes Establishment or further development of HR development and alignment with the strategic corporate goals <b>Outplacement consulting for companies</b> <b>Newplacement and career coaching for executives</b>
Since 04/12 – 04/2020	<b>Foundation of HR advanced, Consultant and Project Manager focussing on:</b> <b>Recruitment of executives/executive search</b> <b>New placement and career coaching</b> <b>HR organizational consulting, HR process consulting and digitalization</b>  <b>Projects performed: see enclosure</b>
4/08 - 03/12	<b>Head of HR</b> at HOERBIGER Automotive Komfortsysteme GmbH, Schongau <ul style="list-style-type: none"> <li>• Overall responsibility for HR activities, also at the international locations</li> <li>• Establishment of a modern HR department with service orientation</li> <li>• Introduction of systematic personnel development</li> <li>• Recruitment of engineers, executives, and key functions</li> <li>• Implementation of the restructuring process</li> <li>• Negotiator for reconciliation of interests and social plan</li> </ul>
2005 - 2007	<b>Head of HR</b> at Swoboda GmbH, Wiggensbach (Allgäu region) <ul style="list-style-type: none"> <li>• Introduction of a personnel planning process</li> <li>• Reorientation of personnel development</li> <li>• Conceptual preparation and introduction of an appraisal and remuneration system</li> <li>• Development and communication of company policies</li> </ul>
2004 - 2005	<b>Project Manager</b> at ORGA 3 Unternehmensberatung GmbH, Gilching <ul style="list-style-type: none"> <li>• Executive search</li> <li>• Support in organizational development projects</li> </ul>
1996 - 2004	<b>Head of HR and Social Affairs</b> at SIP Industrie-Produkte GmbH, Türkheim <ul style="list-style-type: none"> <li>• Introduction of a target agreement process</li> <li>• Concept &amp; implementation of performance- &amp; results-oriented remuneration</li> <li>• Change processes: HR support, including conception and implementation of a contractual landscape, including negotiation of company agreements after transfer of operations according to the German Civil Code, Sec. 613 a</li> <li>• Creation of processes for the integration of new company divisions</li> </ul>
1986 - 1995	Personnel Officer at <b>BMW AG</b> in Regensburg, <b>Toshiba GmbH</b> , Regensburg, and Personnel Manager at <b>Deutsche Fibrit Ges.</b> in Neustadt a. d. Donau

## Studies and Further Training

<b>Studies</b>	<ul style="list-style-type: none"> <li>• <b>Business Economist VWA</b> (1988-1992) at the Academy of Administration and Economics of the University in Regensburg (while working full time)</li> </ul>
<b>Further education (Excerpt)</b>	<ul style="list-style-type: none"> <li>• <b>HR Project Management “HR CONTRAST”</b></li> <li>• <b>Human Resources Specialist</b> (IHK Munich)</li> <li>• <b>“Education Controlling”</b> (DGFP Munich)</li> <li>• <b>“Managing change processes effectively”</b> MZSG St. Gallen</li> <li>• <b>“Train the Trainer”</b> (Competence on TOP)</li> <li>• <b>NLP Practitioner</b> (mindsystems, Munich)</li> <li>• <b>“Managing projects in HR management professionally ”</b> (HR CONTRAST“)</li> </ul>

## Projects Performed – Excerpt -

### Projects in personnel management and interim projects

- **07/2022 – 12/2022 Interim Head of HR the Medi-Globe Group**, Achenmühle, Medical Technology, Revenue 120 Mio €, 580 EM; since 2022 Part of DCC plc. Dublin, Revenue: 17,7 Mrd. Pound, 15.400 EM
  - Reporting line to the CEO of the Medi-Globe Group
  - Management of the personnel department with 4 female employees
  - Activation of recruiting measures from the concretization of job advertisements to media presence, Social media measures and cooperation with personnel consultancies
  - Training of managers to conduct professional interviews
  - Expansion of employer branding measures
  - Optimization of the onboarding process
  - Agreement on individual and collective salary adjustments
  - Accompaniment of conflict talks with managers and employees
  - Contract optimization with international subsidiaries
  - Coaching and communication partner for executives with regard to the sale of the company between signing and closing
  - Support with the integration of the company
  - Close cooperation and coordination with the future position holder
  - Cooperation with BR and negotiation of agreements
- **09/2021-01/2022 Interim Head of HR, VG Nicolaus GmbH**, Kempten, Packaging manufacturer, Revenue: 102 Mio. €, EM: 420, a Van Genechten Packing Company, Packaging manufacturer Belgium, Revenue: 400 Mio. €, EM: 1.600
  - Reporting line to the CFO
  - Management of the HR department with 5 female employees at two locations
  - Active exchange with HR headquarters in Belgium
  - Activation of recruiting measures from the concretization of job advertisements to media presence
  - Extension of the onboarding process
  - Consulting and coaching of the plant manager and the managers in labor law issues and questions of employee management
  - Structuring of personnel development and further training
  - Preparation of employment contracts, warnings, references and notices of termination
  - Operational cooperation with the works council
  - Intensive cooperation with the plant manager in Puhlheim
- **03/2019 – 05/2019 Interim – Human Resources Representative, Kardex Remstar GmbH**, Neuburg automated storage and retrieval systems, Revenue 347,5 Mio. €, 1.511 EM, a company of the Kardex Group, CH, Revenue 432,4 Mio.€, Revenue, 1.807 EM
  - Operational support in recruiting and contract design
  - Supervision and coaching of the managers of the division
  - Administrative handling and consulting of all managers and service technicians on foreign assignments
- **01/2018 – 08/2019 Consulting u. Project management, TIB Chemicals AG**, Mannheim  
Internal. Chemical company in the areas of basic chemicals, Revenue: € 143.8 Mio. €, 350 EM  
HR transformation and reorganization  
Initial situation:  
Assignment by the company's board of directors and HR management. The company was undergoing another quantum leap in its growth process. The step from a previously owner-managed company to a company managed by external managers had already been taken. In order to optimally shape the growth and organizational change, the HR organization was subject to high expectations on the part of its customers. Attractive framework conditions were created without building up HR resources and increasing budgets.  
Our services:
  1. Workshop to develop the HR strategy - what goals do we want to achieve in the next 3 years to support the company's objectives?
  2. Definition of the HR service spectrum - which concepts, processes and instruments do we want to offer with the HR department in the future in order to be attractive for applicants, managers and employees?
  3. Creation of the HR roadmap - how do we proceed to achieve our goals?
  4. HR organization - how does the HR department need to be set up to achieve these goals?
  5. analysis of existing HR processes and support for optimization and digitalization - applicant management - HR development - time management
- **11/2015 – 10/2016 Interim Head of HR, Wöhner GmbH & Co. KG**, Rödental  
family-run electrical engineering company, Revenue: 115 Mio. €, 365 EM
  - Reporting line to the CFO and the owner
  - Management of the personnel department with 2 employees
  - Taking over the recruiting measures from the concretization of job advertisements to the media appearance, Social media measures and cooperation with personnel consultancies

- Renewal and conclusion of essential company agreements and negotiation with BR and legal support
  - Expansion of employer branding measures
  - Optimization of the onboarding process
  - Agreement of individual and collective salary adjustments
  - Support in conflict talks with managers and employees
  - Consulting and coaching of all managers in labor law issues and questions of employee management
- **10/2013-10/2018 Subproject management, S-Y Systems Europe GmbH, Regensburg**  
 Onboard electronics automotive, Revenue: 450 Mio.€, 350 EM, a subsidiary of YAZAKI Europe Limited, Köln, EM: 43.360  
 Subproject management for the introduction of a new collective wage agreement (ERA) and Implementation of an integration project to the Japanese parent company
- Goal: HR integration of the Regensburg site into the parent company, by implementing HR systems and structures as uniform as possible
  - Sub-project management focusing on job model, pay structure, job descriptions, labor law framework conditions
  - Inventory and review of the relevant S-Y internal employment contracts that influence the which could have an impact on the ERA implementation at employee level
  - Identification and need for adjustment
  - Examination of the employment contracts, whether and which reference clause is present in each case
  - Review of current job descriptions to ensure that they are up-to-date and complete
  - Comparison of current procedure for assignment to pay grades and future procedure with ERA orientation examples (preliminary stage for analysis of over- and under-achievers)
  - Analysis of the number of over/under-achievers as well as the financial magnitude
  - Information of the client and agreement on countermeasures

## New Placement – Coaching and Outplacement

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| <ul style="list-style-type: none"> <li>• Head of Business Development and Innovation (separation process and reorientation)</li> <li>• Technical Managing Director (reorientation)</li> <li>• EVP Operations and Components (separation process and reorientation)</li> <li>• Director Software Solutions Telecommunications</li> <li>• Technical Marketing Manager Automotive</li> </ul> | <ul style="list-style-type: none"> <li>• Business Unit Manager IT (reorientation)</li> <li>• Head of Marketing - Aerospace (reorientation)</li> <li>• New placement consulting for 20 senior employees of a Japanese solar company in Munich, 2017</li> <li>• Head of Sales &amp; Marketing, Life Cycle Service</li> </ul> |
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## Recruiting Projects

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| <ul style="list-style-type: none"> <li>• Automotive Quality Engineer for an EMS service provider in the Allgäu region, 2021</li> <li>• Key Account Manager Automotive Electronics, for a tier 1 company in the premium interior segment, Baden-Wuerttemberg, 2020</li> <li>• Specialist Plastics Technology - Tools for a tier 1 automotive supplier in the premium interiorsegment, Baden-Wuerttemberg, 2020</li> <li>• Production Manager Plastics Technology, Automotive in Upper Franconia, 2019</li> <li>• Key Account Manager Plastics Technology, Automotive in Upper Franconia, 2019</li> <li>• Managing Director Tank and Storage Tank Construction for an owner-managed, medium-sized company in the district of Ostallgäu, 2018</li> <li>• Head of Sales/Customer Segment Automotive for a family-run technology company in Upper Bavaria, 2018</li> <li>• Head of Strategic Purchasing for an innovative mechanical</li> </ul> | <ul style="list-style-type: none"> <li>engineering company in the Allgäu region, 2017/18</li> <li>• HR Specialist - HR Controlling + Compensation &amp; Benefits for the largest textile retailer in Europe in Northern Bavaria, 2017</li> <li>• Head of Sales and Marketing for a medium-sized plastics technology/automotive company in Northern Bavaria, 2017</li> <li>• Head of Human Resources and Social Affairs for a medium-sized company in the automotive industry in Upper Franconia, 2016</li> </ul> |
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