

Curriculum Vitae

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Hans-Jaap Moes

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PROFILE

I'm an HR-Executive, Executive Coach and Scale-up mentor with deep experience in different industries. I'm a passionate and high energy partner; a builder and problem solver who "brings people together" and "gets things done". My expertise is HR, Technology and OD (Organisational Development), Scale-ups and other fast growing, restructuring, merging and shrinking companies. It's my passion and mission to support companies to a next professional level and/or support integration to a new and productive stability.

I'm based out of Amsterdam, but work throughout Europe and globally.

EMPLOYMENT AND PROJECTS

2016/2017: Scale-up mentoring and Executive Coaching for different clients

2016: Study and accreditation as an Executive Coach by Ashridge Business School

2016: Interim HR-manager at www.MWM2.nl

- Mentoring & coaching Board, Developing Strategy for OD

2015: Executive Coach/Consultant, www.hjmoes.nl, a.o. at www.startupbootcamp.org

- Coaching & Mentoring Startups; SmartCity, eCommerce & IoT

2014: Interim HR-Director Central & Eastern Europe at Naspers Internet Ltd., www.naspers.com

- Managing restructuring of staff departments, from a country- to business-segment model, Product-owner of the new Oracle-Fusion HRIS system. Coaching HR-managers and Team

2013: Change Manager at the Juvenile-care organization www.fier.nl

- Support board on OD, development, "key people" and change
- Coaching Leadership to senior management team

EMPLOYMENT, CONTINUED

2013: Interim HR-Director EMEA at Western Digital Company, www.wdc.com

- Replaced VP of HR at Western Digital during illness for 6 months
- Introduced new trainings, facilitated a weekly Leadership program
- Coached individual managers

2012: Partner for International Business Development, www.meetin.eu;

- Leading Silicon Valley programs for business leaders
- Coaching the Director/Entrepreneur

2011: Director of Learning & Development at Laureate Online education, www.laureate.net

- Built a new (e-)Learning function & team. Developed a Sharepoint-based
- Coached individual Managers about L&D, Leadership and more

2008-2011: Managing Director of the e-Learning for Kids Foundation, www.e-learningforkids.org

- Leading a charity organization, developing free online education for children 6-12 years
- Fundraising, looking for Major sponsors for the EFK-foundation

2003 –2008: Senior HR-Director EMEA, Quest Software, www.quest.com now www.dell.com

- Started April 2003 in new HR-position. Built HRM/T&D-function with business managers
- Quest Europe revenues increased \$ 50-250 million, between 2003 and 2008. Headcount grew from 300 to 650 and the HR-team from 4 to 14 people
- Member of the European Management Team, Coaching countrymanagers
- Additional position in 2007: HR-Director Quest Software Asia/Australia/Japan: Building APAC-J HRM-function and team (9 people). Position in addition to EMEA-role.

2002: Business Development of e-Learning Software and Systems at Socrates Consulting

- Development of e-HRM and e-Learning solutions
- Sales & Marketing of Learning Management Systems

1996-2001: HR-Director EMEA, Deloitte Consulting, www.deloitte.com.

- Started in new position in 1996. Deloitte Consulting operated in SAP implementations
- Deloitte Consulting grew between 1996 and 2001 from 450 to 3500 consultants with practices in 14 European countries. HR-team grew to 8 direct reports in London and Amsterdam + 17 functional reports in other EMEA countries.
- Focus on building HR function, business growth and people-development (Talent & Perf. Management).

1988-1996: Managing Director Socrates Consulting, www.hjmoes.com

- Established and managed a HRM consulting & coaching practice
- Delivered projects for many (multi)national companies
- Services: T&D/Learning, Recruitment, Coaching, Performance Management, HR-strategy.
- Socrates consulting was acquired by Deloitte Consulting in 1998

1985-1988: HR-Manager, Philips & AT&T Telecommunications, www.lucent.com.

- Responsibilities: MD, Recruitment of Marketing & Sales Managers
- Support merger AT&T and Philips, Management Information reporting.

EDUCATION

- Secondary school: Grammar School (Gymnasium β, Velsen), 1971-1977
- Graduated in Public Management in 1985 at the Technical University Twente
- Bachelor's Philosophy at the University of Amsterdam, UvA, 1983
- Certifications: "Strategic Leadership Development", MRG, Maine USA, 1999
- Certified Saville Consulting Wave Level B, Manchester, 2011
- Certified Aptitude Assessment Consultant, Manchester, 2011
- Executive Coach, member of the Dutch Coaching Association NOBCO, www.nobco.nl
- Accredited 2016 as an Executive Coach at Ashridge Business School, www.ashridge.com

SPECIAL SKILLS

- **Languages:** Dutch, English and German fluent, French intermediate level
- **Publications:** "E-learning and Dutch Education", e-Learning Magazine, April/May 2002 and "After the first wave", IK-magazine, Feb. 2003
- **Administrative experience:**
 - Boardmember "The New School for Information Services", www.thenewschool.nl, since '95
 - Member Advisory board "MER, Hogeschool Inholland", www.inholland.nl, 1994-2005

REFERENCES

Available upon request.

See also recommendations on LinkedIn

www.hjmoes.com