

## Curriculum Vitae



Born on April 16, 1960 in Hamm, Germany  
Married, 2 Children German

Highly effective **change manager** with a **distinctive hands-on-mentality** and thorough **methodological competence** from strategy development to the implementation of change projects as well as in the development and pragmatic implementation of continuous optimization programs at a working level.

Value-oriented and motivated **leadership personality** with intercultural and holistic experience in all essential functions of the **operative back end**. At medium-sized sites as well as in the international corporate-group matrix.

Broad **cross-industry experience** regarding QSE in a wide variety of industries. Especially to change the **safety culture**, under challenging conditions for manufacture of materials and installation and maintaining of wind power stations with different customer requirements, different legislation in multiple countries and **imbedding of all subcontractors**.

Well-proven **large contribution to corporate success** through operationally-oriented functional support, as well as through organizational development and the use of diversity and networks.

## Professional Career

**01.05.2023-today**

**Director HSE  
TenneT**

**Arnhem, Bayreuth**

With over 25,000 kilometres of high-voltage connections both onshore and offshore, the role as a Transmission System Operator (TSO) is to ensure a secure supply of electricity to over 43 million end-users, in the Netherlands and a large part of Germany, and to create the infrastructure needed to secure supply today and tomorrow.

**01.09.2012- 31.04.2023**

**Senior Director QSE,  
Vestas Northern Central Europe,**

**Aarhus, Hamburg, Malmö**

Vestas is divided into 5 Sales Business Units whereas Northern & Central Europe is one. The Sales Business is responsible for Sales, Construction, Service of Vestas turbines in UK, Ireland, Denmark, Norway, Finland, Sweden, Poland, Germany, Benelux, Austria, Russia, South Africa, Kenya. Overall, business units are active in 28 countries. 3.500 Vestas employees are working in NCE, 2.800 for the maintenance business in the field and 700 in sale, construction, and support functions. Furthermore 10.000 external subcontractor employees for the installation.

**Achievements:**

Improvement of the TRI rate > 90% during the last 8 years. 100% safety walk performance.

Over the past 4 years no fatality, in spite of significantly increased activity levels. Living safety culture. Global implementation of a “quality fire wall process” which was created in Northern and Central Europe in 2019. It is a process to identify very precise root causes of the cost of poor quality.

Creation and implementation of a “sustainable contractor improvement loop” which guarantees a high QSE performance of all subcontractors. This process will be implemented in 2021 on global level as best practices.

**01.12.2003 – 31.08.2012**

**Head of QSE, Medical Office, Fire Brigade  
ALCAN Singen GmbH**

**Singen, Gottmadingen, Germany**

The ALCAN Singen GmbH is a multi-unit site with rolling mills, press lines, composite factory, cast houses and its own power station. 2.200 employed workers, high level of subcontractor activities.

**Achievements:**

Implemented a behavioral safety program for management and shop floor worker.

All HSE KPI's were improved by more than 80%.

**01.12.1999 – 30.11.2003**

**Head of HSE, Continuous Improvement**

**Hydro Aluminum, Primary Metal**

**Neuss, Germany**

The Hydro Aluminium Deutschland GmbH is the largest smelter in Europe. 900 employees.

**Achievements:**

Zero LTI's after 2 years. Best performing smelter in the company regarding safety. 30% increased production.

**1997- 1999**

**Head of Safety and Ergonomics**

**DSK Coal Mine Westfalen**

**Ahlen, Germany**

The DSK coal mine Westfalen was one of the biggest mines in Germany. 3.000 employees.

**Achievements:**

No alcohol on DSK facilities, 30% reduction of LTI's, team member DSK safety PR.

**1992 - 1996**

**Mining Engineer**

**DSK Coal Mine Westfalen**

**Ahlen, Germany**

The DSK coal mine Westfalen was one of the biggest mines in Germany. 3.000 employees.

**Achievements:**

Best employee satisfaction.

Nominated to be the head of the safety department for a culture change program.