

Curriculum Vitae

Name Hans Jacob Christensen
Address Holtegaten 29B, 0355 Oslo
Civil status Cohabitant, 1 child (f. 2002)
Born 25 June 1964
Mobile +47 41 66 53 66
E-mail hjc@whyHR.no
LinkedIn www.linkedin.com/in/hrdirectormanagergeneral/



Web page www.whyHR.no

why!HR



PROFESSIONAL SUMMARY

The entirety of my career has been about **transforming** or **building** organisations - predominantly in obvious need for change or in periods of up- and downsizing. This has been in in **start-ups** (2 companies), longstanding and/or large Norwegian and **international organisations**.

I have held positions as leader of the HR function on senior management level (also in start-ups), Finance & Admin Manager, general manager (start-up) and project manager. Most roles have included line manager responsibility (at the most comprising 15 staff).

Current and previous member of the company senior management team(s) with **broad experience** from;

- international **business HR** (strategic) and **operational HR**
- transformation, change, integration (acquisitions) and culture experience
- international managerial roles, leading teams and "management by influence"
- strategic planning (development and implementation)
- **organisational**, leadership, staff and **competence** development
- matrix/complex **knowledge based** organisations
- **multicultural** experience, working "**cross border**"
- managing multi disciplines (HR, finance, admin, IT, HSE, QA)

Go to www.whyhr.no for my strategic/**business HR view** and HR **experience**.

I have grown into **business HR** but with multi discipline managerial experience (HR, IT, finance, admin, QA, HSE/OHSAS, CSR and project management).

Key qualifications

- Strong **business HR** perspective and business acumen – strategic HR
- Strong on organisational, leadership and **competence** development
- Strong understanding of organisations and "organisational **political eyesight**"
- Change/**transformation** management, **integration** and **culture** change
- Broad experience from **all aspects** of HR operations
- Capability and ability to implement and deliver
- Holistic, coherent, consistent and long term perspective

Management style

Continuously clarifying expectations towards stakeholders and direct reports. Clarity, trust, predictability, clear objectives gives the individual the necessary leeway to perform, challenge and apply new ways of thinking – creating a propensity for change. I apply humour as my tool in all aspects of life.

EXPERIENCE

2014 – cont.: HR & Office Manager, RN Nordic Oil AS (Rosneft Group), Oslo

Responsible for establishing (from scratch) the HR function and office function in the (start-up) company. RN Nordic Oil AS is a subsidiary of Russian Rosneft (owned by the Russian gov., BP and private owners) and is the worlds largest public listed oil company qua production and reserves (www.rosneft.com). The company focus on the Barents Sea with long term growth plans for Norway.

Achieved results: successfully establishing the organisation, develop HR basics, HR strategy, development and maintenance of **competency framework** (endorsed by the authorities), manning up the organisation, staff development, developing a full spectre Management System (ISO 9001, legislation a.s.o.)

2001 – 2014: Area HR Manager, Central Europe & Nordic Area, Lloyd’s Register EMEA, Gdansk/Oslo/Berlin/Hamburg/Copenhagen

HR leader on a strategic and operational level in a global classification company (www.lr.org). LR is a (high) knowledge based business. Heading and responsible for the HR function in the Nordic Area (2001-14) and Central Europe & Nordic Area (2005-2011). At the most the area comprised ~ 1,000 employees in 15 countries, with GBP ~130m in revenue. Designed and build the HR function from scratch to 8 "HR professionals" in Gdansk, Oslo, Berlin, Hamburg and Copenhagen. The function delivered the full range of strategic HR supporting higher management tiers (Area management) and operational HR support to the remaining part of the business units. I have also participated in a number of global HR development projects in Lloyd's Register, developing HR tools, structures, processes, policies, and a global **competence** framework. In Nordic I headed the cultural development project, as follow-up to the climate surveys or incorporation of acquired companies.

The single Norwegian on the Northern European senior management team. Reporting to the European HR Manager in Rotterdam. Commuted between Oslo, Berlin, Hamburg and Copenhagen.

Achieved results: achieved in 2012 and 2013 to have Lloyd's Register in Denmark/Nordic certified as Top Employer Europe (www.topemployers.eu). From scratch building an HR team across northern Europe, a complementary team working well together – apt to exercise leadership and business support. Successful transformation of the organisation in the course of various projects, integration of acquired companies, culture change projects, change of negative attitudes towards HR through visible results and influencing attitudes

2001 – 2005: Finance and Administration Manager Lloyd’s Register EMEA, Oslo

In addition to the HR position the FAM for Norway and Iceland was attached; accounting, financial reporting, the roll out of new accounting system, administration management, internal QA (ISO) for the operation (Quality Officer), trained as Lead Internal Quality Auditor in the Nordic Area

Achieved results: Successful (local) implementation of (new global) business software, organisational transformation

1997 – 2001: Organisation Manager, Royal Norwegian Yacht Club, Oslo

KNS is both a business and one of the biggest sports associations in Norway - mostly run by volunteers. HR faced ~ 200 volunteers in the organisation, both KNS as an organisation and in particular The Færder Race (allegedly the world's largest overnight regatta with ~ 8000 participants) structure. I was the manager for the race, also responsible for accounting /finance (outside scope of work but took over the function), IT and web (www.kns.no), public/government relations, media relations, sponsorships, marketing of Helly Hansen in The Færder Race project. I implemented a new financial system and participated in the Board's strategy group to hammer out the KNS strategy for the future.

Achieved results: Active contributor for the modernisation of the organisation and safeguarding of sponsor income. The financial reporting framework I developed is still (observed) applied.

1993 – 1997: Organisation Officer, Oslo Conservative Party, Oslo

Oslo Conservative Party is the largest entity of the Conservative Party, with a professional secretariat. The Organisation Dep. is the HR function for ~ 600 volunteers and elected representatives carrying out organisational development, campaigning, and media relations. I participated in several development projects and served as secretary for several subcommittees.

1991 – 1993: Finance- and administration manager, European Movement, Oslo

The European Movement, representing the pro-EU side of the 1994 national EU referendum, was not very active after the 1972 referendum. I got the rare opportunity in 1989 to be a central participant in revitalising the organisation. My primary responsibility was to establish an accounting, financial and administrative function. Furthermore, I was an active participant in the development of the local organisations to become a part of the nationwide campaign. Prior to the appointment I held a seat in the steering committee / "board" for the project (together with top politicians).

Achieved results: The work I put into establishing the financial framework (management and control) was a significant factor for the permanent release of funds from the major sponsor (The Confederation of Norwegian Enterprises) to the project in 1991.

1990 – 1991: General Manager, Norsk Støykontroll, Oslo

Sales activities in the private sector (home alarm systems), responsible for the entire operation.

EDUCATION

- 1986 – 1990 : Master of Management program, Bedriftsøkonomisk Institutt (www.bi.no)
- 1984 – 1984 : Examen Philosophicum, University of Oslo
- 1983 – 1984 : 1st year of BA, music, Kristiansand Teachers Training School
- 1980 – 1986 : High School, Arendal High School

MANAGEMENT TRAINING COURSES

- 2004 – 2005 : People Management Programme (one year course in Lloyd's Register, step 1)
- 2006 – 2007 : Achieving High Performance (one year course in Lloyd's Register, step 2)
- 2010 - : Leadership Development Centre (Leadership assessment, Lloyd's Register)

POSITIONS OF TRUST

- 2002 – 2014 : Various global development projects, Lloyd's Register
- 1993 – 2003 : Various political elected positions/positions of trust, The Conservative Party, Oslo
- 1988 - 1991 : Various elected positions/positions of trust, European Movement, Norway
- 1990 – 1991 : Chairman of the Board, Norsk Støykontroll AS

LANGUAGES

- Norwegian – mother tongue
- English – fluent
- German – fluent
- French – some, most verbal

MILITARY SERVICE

- 1985 – 1986: H M Kings Guard, Oslo (mandatory service)

INTERESTS

Social and political issues, music, film, theatre, literature, linguistics, sailing, "off-piste" travelling

REFERENCES

Upon request