

# TINNE AERTS

[tinneaerts@atires.be](mailto:tinneaerts@atires.be)  
[www.atires.be](http://www.atires.be)

**Expert in talent acquisition, sourcing, employer branding, training & development**  
**Entrepreneurial spirit, people manager with excellent communication and influencing skills.**  
**Strong expertise in HR Project & Process Management and Change Management**  
**Facilitator and excellent networker.**  
**Insights Discovery Practitioner**

## Professional Experience

**Atires: 2008 –**  
*Owner, Self-Employed Interim Manager/Consultant*

<http://www.atires.be>

### **Assignments:**

August '16 – Present: Elia Group - Recruitment Lead

- Responsible for the recruitment team (3 internal employees & 6 consultants)
- Improving recruitment process
- Implementing recruitment KPI's
- Defining recruitment & sourcing strategy
- Responsible for employer branding
- Improving use of recruitment system (Talent Link)
- Stake holder management

April '16 – July '16: Terumo Europe NV – Recruitment consultant

- Onboarding Talent Acquisition Specialist
- Improving recruitment processes
- Developing employer branding strategy
- Vendor & contract Management

March '15 – March '16: Deloitte Belgium - Recruitment Lead

- Responsible for the Deloitte recruitment team (30 - recruiters & talent sourcers & recruitment administrators)
- Preparing & implementing Campus approach (hiring > 400 graduates/year)
- Implementing Employer Branding Strategy
- Implementing Sourcing strategy for Senior recruitment (hiring > 300 experienced candidates/year)
- Improving recruitment processes
- Implementing new recruitment system (Taleo)
- Stakeholder management

Dec '14 – April '15: Essent Belgium - Recruitment consultant

- Talent Acquisition/Managing the recruitment process
- Sourcing / Vendor Management

Jan'14 – Feb '15: Volvo Construction Equipment, Global HQ - Recruitment & Change consultant

- Talent Acquisition for the Global Customer Solutions Division
- Global headcount monitoring

August '14: Recruitment consultant for Wellens Women, Symobo, Bulo

## ***CV Tinne Aerts***

April '13 – Dec '13: Essent Belgium - Senior Recruitment Consultant

- Talent Acquisition/Managing the recruitment process
- Sourcing / Vendor Management
- Implementing new Recruitment System (CV Warehouse)

Feb '12 – April '13: Deloitte Belgium - Senior Recruitment Consultant

- Sourcing & recruitment of (freelance) IT consultants / testers
- Responsible for recruitment of senior professionals & support staff
- Vendor & contract management

March '12 – Feb '13: GMI Group - Talent Manager (Part-time)

- Sourcing/recruitment of IT consultants & sales professionals
- Implementing HR policies (performance management, competence development, training)

Oct '11 – Feb '12: Solvint Supply Management - HR Consultant Interim Solutions

- Sourcing & screening of interim managers (supply chain & procurement)

April '11 – Sept '11: KPN Group Belgium - Recruitment Consultant

- Responsible for recruitment of senior profiles (Finance, IT, Customer Service, Commercial)
- Optimising the recruitment process & implementing CEBIR testing for candidates
- Setting up the Job-description Library

July '10 – March '11: Deloitte Belgium - Senior Recruitment Consultant

- Responsible for recruitment of senior profiles (IT, Corporate Finance, Audit, HR, Consultants)
- Coaching the recruitment team to increase team-work, efficiency, process optimisation

2009 – 2013:

Trainer for Cevora: Project Management Skills

Trainer for ABInBev: Management & Leadership development training

2008 - 2010: worked on different assignment

- MMMechelen vzw

Responsible for approx. 100 temporary employees working for Stadsvisioenen (art & city festival in Mechelen). In charge of staffing, planning, personnel administration and other HR related topics.

- Via Clear Consulting
  - o Cheops: setting up & organising an employee satisfaction survey
  - o cvba Omgeving: Setting up and implementing new evaluation process
- Via Solvint Supply Management
  - o FVB: Workshop Change Management
  - o Electrabel: Workshop Teamwork & Communication
- Atlas Copco Industrial Air R&D division: workshops Team Dynamics
- Ziegler: Training Presentation Skills

### **MenT Associates: 2006 - 2008**

#### ***Manager Direct Search***

MenT is a Belgian company, focussing on the recruitment of middle and senior management profiles via direct search. As manager of the Antwerp office, I had P&L responsibility and was managing a team of 11.

#### **Main achievements**

- Business Development & Sales
- Recruitment and selection
- Team management

## **Korn/Ferry Futurestep: 2005 – 2006**

*Senior Consultant*

Futurestep is a global leader in the recruitment of middle and senior management profiles. As senior consultant, I was responsible for business development, execution of recruitment missions and reaching my individual targets.

### **Main achievements**

- Direct search, Recruitment and selection
- Business Development
- Team management

## **Alcatel Bell: 2004**

*HR Business Partner*

### **Main achievements**

- Preparing performance reviews, providing fair and accurate assessment of employee performance, training needs, areas for improvement and future growth opportunities within the organization.
- Recruitment and selection of experienced candidates

## **De Post : 2000 - 2003**

*Program Director HR&O*

As Program Director I was responsible for a number of change and re-engineering projects with a heavy impact on the new Post organisation. The objective of these projects was to become more efficient and profitable by developing and improving the working processes and organisation structure and by changing the company culture.

### **Main achievements**

- Leading the HR Transformation
- Designing & setting up HR organisation
- Re-engineering the postal network; designing and implementing a new organisation
- Implementing document management system
- Designing & delivering project management training, internal trainer for new project managers

## **Gemini Consulting: 1998 - 2000**

*Senior Consultant*

Gemini Consulting was a global management-consulting firm. Through the firm's deep expertise in strategy, operations, people and information management, they became recognised leaders in the design and implementation of innovative solutions that yield significant results.

### **Main achievements**

- Project manager for a Market Entry Strategy Project for a Korean white & brown goods manufacturing company; Project manager for a Transformation Project in a major Steel Manufacturing Company; Process Manager Inventory Management and Order Management for a Supply Chain Project in a major Steel Manufacturing Company; Process Manager Service Level Agreements for a Transformation Project in an Energy Distribution Company.
- Trainer 'Core Consulting Skills' at Gemini University in London & New York

## **Tarran Ventures Singapore: 1995 - 1998**

*Business Development Manager*

Tarran Ventures was a consultant and trading business for the South East Asia region. It provided research and advisory services for regional and multinational clients and also traded represented products from Asia to Europe and the USA.

### **Main achievement**

Working on secondment to Problend Pte Ltd, a dry-blending factory established to manufacture 'intermediate food ingredients' for export.

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## ***CV Tinne Aerts***

- Managing the production and logistics, trading and promotion of Dry Blended Food Ingredients, initiating and supervising R&D projects for new products and applications, facilitating the re-engineering of processes in the factory.

### **Westfalia Separator (SEA) Pte Ltd – Singapore: 1994 - 1995**

*Market Research Executive*

#### **Main achievements**

Preparing a market-study of the Mechanical Separation Industry in South East Asia to assist the German parent company with their next business plan and proposed South East Asian expansion.

## **EDUCATION**

Master of Science in Biological Engineering (Bio Ingenieur in de Landbouwkunde)  
Graduated in July 1994 - Katholieke Universiteit Leuven (Belgium)

## **SKILLS**

#### *Language skills:*

Dutch mother tongue  
English fluent  
French fluent  
German basic knowledge

#### *IT skills:*

MS office software

#### *Other:*

Recruitment software: TalentLink, Taleo, CV warehouse:  
Cebir testing  
Insights Discovery Practitioner

## **VARIA**

Member of Ontbijtclub Kempen

Personal: Enjoying family life, wining & dining, meeting family, friends & networking, skiing, running, traveling

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